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Section 6. Conduct Regulations □ □

Students and student organizations must adhere to and uphold the *Student Conduct Code* and obey University policies, rules and procedures as well as federal, state, and local laws. Additionally, students are responsible for adhering to these expectations while on-campus, off-campus, and internationally. The Associate Dean of Student, Director of Community Standards, or designee shall make the final determination on what constitutes a potential violation of the *Student Conduct Code* and shall establish the specific behavioral allegation(s) as appropriate.

Listed below are those types of conduct which constitute grounds for disciplinary action. Any student involved in attempting, encouraging, assisting, permitting, or inciting any of the following types of conduct is similarly subject to such action. The following list of behaviors is intended to represent the types of acts that constitute violations of the *Student Conduct Code*. Although the list is extensive, it should not be regarded as all-inclusive. Excerpts, and not the full policy, have been included in this *Student Conduct Code*. All community members are responsible for knowing and observing all policies. The University may from time to time develop interim policies or regulations which pertain to specific situations. Approved changes will be conveyed to the University community. Students may go to <https://records.salemstate.edu> to view the full university policies referenced below.

Personal Conduct

1. Disorderly Conduct

1.a. Physical Assault: Actions including a physical attack or physical interference with a person that prevents the person from conducting their customary or usual affairs, puts a reasonable person in fear for their physical safety, or causes physical harm to another person.

1.b. Harassment or Threat: Conduct that, without physical contact, prevents a person from conducting their customary or usual affairs, or which is sufficiently severe or pervasive to unreasonably interfere with a person's work or academic performance. A single, severe incident may constitute harassment or threat. Any pattern of unwelcome conduct directed at a person, that interferes with their ability to work or make academic progress, can constitute harassment or threat. Any action that can reasonably be understood as jeopardizing safety or well-being of any person, on or off campus, may constitute harassment or threat.

1.c. Intrusion of Privacy: Filming, recording, or secretly viewing, with or without a device (i.e. smartphone), in a location where a person has a reasonable expectation of privacy, is prohibited. Storing or sharing such a recording, if taken without affirmative consent, is similarly prohibited. Any auto-recording of another person, in the State of Massachusetts, requires that parties consent. Recording a conversation without consent, even in a non-private setting, may constitute an intrusion of privacy.

1.d. Forcible Detention: Holding anyone against their will, on or off University property.

1.e Retaliatory Harassment: Any form of retaliation against any person who files a claim, complaint, or charge or who assisted or participated in an investigation or resolution of such claim, complaint, or charge.

1.f. Disruptive Activities: Intentional interference with freedom of speech or movement, that prevents people from conducting their customary or usual affairs. Behavior that disrupts teaching, learning, research, administration, or campus activities, or explicitly incites others to do so, is prohibited. This includes off-campus behavior, such as hosting large parties or gatherings that disrupt the community.

1.g. Dangerous Conditions: Knowingly creating a condition which endangers the safety of other people or communities. This includes but is not limited to, hosting events that exceed

fire code capacity, throwing items from rooftops or windows, tampering with equipment designed for public use, and operating a vehicle in a reckless manner that could imperil public safety.

1.h. Hazing: Engaging in any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. The implied consent of the victim will not be considered a reasonable defense. Failure to report a potential violation of hazing policy may result in conduct charges. See Appendix A, for full hazing policy and related Massachusetts General Law.

1.i. Weapons: Possessing firearms, imitation or facsimile firearms, or ammunition on campus and/or electronic defense weapons on campus (see SSU's Firearms and Other Weapons Policy). Under Massachusetts General Law Chapter 269 Section 10, possessing a firearm on school grounds is prohibited. This offense is criminally punishable by a fine or imprisonment, or both. Examples of prohibited weapons include, but are not limited to:

- **1.i.01:** Firearms
- **1.i.02:** Imitation or facsimile firearms
- **1.i.03:** Ammunition for firearms
- **1.i.04:** Tasers
- **1.i.05:** Explosives
- **1.i.06:** Knives (with an edge blade of more than 1.5 inches, 2.5 inches for a pocket knife)
- **1.i.07:** Metallic knuckles or similar
- **1.i.08:** Chemical spray (not including pepper spray, if registered with University Police)

1.j. General Laws: The University expects students to comply with all federal, state, and local laws, regulations, and ordinances.

2. Sexual Misconduct (See Appendix B for the Sex-Based Discrimination Policy)

Title IX of the 1972 Education Amendments covers much of the prohibited sex-based conduct for the Salem State community. Part two of the Prohibited Conduct section of this document addresses the sex-based behavioral violations not covered under Title IX. For the full range of prohibited sex-based conduct, see Appendix B.

2.a. Lewd or Indecent Behavior: Lewd or indecent behavior such as, but is not limited to, indecent exposure, stripping, public masturbation, public urination, public defecation, streaking, or prostitution.

2.b. Sexual Misconduct: Unwelcome or non-consensual sexual activity that adversely affects employment and/or educational opportunities of the campus community, that is not covered under the University's Equal Opportunity, Nondiscrimination, and Title IX Plan.

3. Bias-Related Incident

3.a. Bias or Discrimination: Any act, conduct, or communication that reasonably is understood to demean, degrade, threaten, or harass an individual or group based on an actual or perceived characteristic and has the purpose or effect of creating an objectively intimidating, hostile or offensive work or educational environment, has the purpose or effect of unreasonably interfering with an individual's work or educational opportunities; or otherwise unreasonably adversely affects an individual's employment or educational opportunities.

4. Prohibited Behavior

4.a. Theft: Unauthorized possession or removal of property that can reasonably be determined to have been stolen from the University, another person, or entity.

- **4.a.01:** Theft or attempted theft
- **4.a.02:** Unauthorized use or possession of another's or University funds or property
- **4.a.03:** Unauthorized or improper use of University services or resources

4.b. Deception: Intentionally providing false or misleading information to University officials or misrepresenting oneself in a manner that has a deleterious effect on another person's customary of usually affairs or the campus community.

- **4.b.01:** Falsification, forgery, and/or modification of any official University document or record. This includes but is not limited to identification cards, absence excuses, and service applications and agreements
- **4.b.02:** Unauthorized use of the University name, address, and/or logo
- **4.b.03:** Knowingly providing false information to any properly identified member of the University administration, security force, staff or faculty engaged in performance of

official duties

- **4.b.04:** Filing a false report against a person, accusing them of behavior that is known to be untrue
- **4.b.05:** Use of an identification card, including a ClipperCard or government issue card, that belongs to another person or a person that is not known to exist
- **4.b.06:** Misrepresenting oneself intentionally in a manner that has a deleterious effect on another

4.c. Failure to Comply: Failure to comply with the reasonable directions of a University or community official, instructional or administrative, in performance of their duties.

- **4.c.01:** Violations of the conditions of any sanctions imposed by a hearing body or hearing board
- **4.c.02:** Failure to comply with a reasonable order of any properly identified member of the University administration, staff or faculty engaged in performance of official duties, including University Police and Residence Life
- **4.c.03:** Failure to provide identification to any properly identified member of the University administration, security force, or other staff or faculty engaged in the performance of official duties
- **4.c.04:** Failure to comply with university posted signage such as exiting and/or entering through an emergency door when there is no emergency
- **4.c.05:** Failure to comply with university directives designed to limit the spread of contagions and diseases

4.d. Solicitation: Running a private business on campus or utilizing University resources or assets for personal or monetary gain. Students are similarly unable to advertise for a business that is unaffiliated with the University, unless they've obtained express written permission from an appropriate University official.

4.e. Social Organizational Misconduct: Any conduct engaged in by a university-affiliated organization collectively, or in part, that violates the expectations of individual students and/or the organization itself.

5. Campus Community Safety

5.a. Fire Safety: Fire emergencies can be acutely dangerous in a campus setting, where many spaces are designed to bring people together. Students are expected to behave in ways that support fire safety and avoid creating hazards to themselves or others. Actions that are contrary to these expectations include but is not limited to:

- **5.a.01:** Failure to comply with evacuation procedures
- **5.a.02:** Tampering with fire protection apparatus (e.g., covering the smoke detector, spraying the fire extinguisher when there is no fire present, etc.)
- **5.a.03:** Making or attempting to make false fire alarms
- **5.a.05:** Lighting a cigarette, pipe, or similar inside a University building
- **5.a.04:** Unauthorized use of electrical equipment
- **5.a.06:** Setting fires and/or attempting to set fires
- **5.a.07:** Interference with firefighters, police officers, or other persons engaged in performance of their official duties

5.b. Vandalism: Any destruction, impairment, abuse, and/or misuse of another's property or of University property

5.c. Unauthorized Access: Unauthorized entry into and/or presence in any University building or facility or possession or use of University keys or other University property

6. Personal Activities

6.a. Alcohol: Possession or consumption of alcohol by those under legal drinking age is prohibited by state law. Serving or in any way providing alcohol to people who are underage similarly violates state law. Additionally, the University prohibits underage students from being in the presence of alcohol. See Appendix C for full Alcohol Policy.

6.b. Drugs: Possession, sale, manufacturing, or distribution of substances defined as illegal by state or federal laws, is prohibited. Use, possession, or distribution of prescription medication that is not prescribed to the specific student is similarly prohibited. Additionally, the possession of drug paraphernalia is prohibited. See Appendix C for full Drug Policy.

6.c. Tobacco: Using any tobacco product (including, but not limited to, e-cigarettes and hookahs) and/or selling tobacco products on campus. On-campus includes all buildings, grounds, parking lots, work areas, offices, restrooms, lobbies, public entrances, any vehicle parked on campus, etc.

6.d. Motor Vehicles: Operating, charging, or storing a recreational motorized vehicle (including but not limited to motorcycles, mopeds, hoverboards, self-balancing scooter boards, two-wheeled scooters, Segways, carts, etc.) inside any campus building including residence halls.

6.e. Violation of Specific University Policy: Any violation of University policy, including but not limited to the Residence Life Guidelines, Campus Events Policy, Acceptable Use of Technology Policy, and any policies which are published in hardcopy, found on the website, or posted throughout campus, are considered violations of the Student Conduct Code.

Appendix A.

Violation of University hazing policy which includes:

- Participating in the crime of hazing. Under Massachusetts General Law Chapter 269 Section 17, being a principal organizer or participant in the crime of hazing shall be punished by a fine of not more than \$3,000 or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.
- Engaging in any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation. Consent shall not be available as a defense to any prosecution under this action.
- Failing to report hazing when one has knowledge that another person is the victim of hazing and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to themselves or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Under Massachusetts General Law Chapter 269 Section 18, whoever fails to report such crime shall be punished by fine of not more than \$1,000.

Appendix B.

Sex-Based Discrimination (as detailed in the Equal Opportunity, Nondiscrimination, and Title IX Plan):

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

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

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

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

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

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

Pregnancy, Childbirth, or Related Medical Conditions - Issues such as pregnancy; childbirth; lactation; using or not using contraception; or deciding to have, or not to have, an abortion.

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

4.3.1 Sex-Based Harassment or Harassing Conduct Otherwise Based on Sex

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

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

Some examples of conduct that may be considered sex-based harassment, all of which are prohibited when they are part of conduct that meets the standard for discriminatory harassment set forth in 4.1.3.1 (Hostile Environment Harassment) and 4.1.3.2 (Quid Pro Quo Harassment), include, but are not limited to:

Example 1: (Quid Pro Quo) A professor promises a student that he will give the student a better grade if he agrees to go out on a date with him. The student goes on the date and is given the better grade, or the student does not go on the date and does not receive the better grade;

Example 2: (Quid Pro Quo) A manager tells her employee that his work hours will be reduced if he does not have sex with her. The employee has sex with the manager and is permitted to retain his current work schedule, or the employee does not have sex with the manager and his work hours are reduced;

Example 3: (Hostile Environment) Unwelcome sexual advances – whether they involve physical touching or not;

Example 4: (Hostile Environment) Unwelcome sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; unwelcome comments about an individual's body, including comments or inquiries about an individual's sexual activity, deficiencies, or prowess;

Example 5: (Hostile Environment) Unwelcome leering, whistling, brushing against the body, or sexual gestures.

Specific Offenses

4.3.1.1.1 Sexual Assault

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

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

Consent – An understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity. Consent must be informed and freely and actively given and may not be obtained through coercion. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly. Whether an individual has taken advantage of a position of influence over a complainant may be a factor in determining consent. A position of influence could include supervisory or disciplinary authority. Silence, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. While nonverbal consent is possible (through active participation), it is best to obtain verbal consent. Similarly, consent to one form of sexual activity does not imply consent to other forms of sexual activity.

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

Force – The use of physical strength or action (no matter how slight), violence, threats of violence, or intimidation (implied threats of violence) as a means to engage in sexual activity. A person who is the object of actual or threatened force is not required to physically, verbally or

otherwise resist the aggressor, and lack of such resistance cannot be relied upon as the sole indicator of consent.

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

4.3.1.1.1.1 Sexual Assault – Rape

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

4.3.1.1.1.2 Sexual Assault – Fondling

Fondling is the touching of body parts commonly thought private of another person for the purpose of sexual gratification, without the consent of the victim, including instances in which the victim is incapable of giving consent because of age and/or because of temporary or permanent mental incapacity. This includes forcing another person to touch one's own body parts commonly thought private.

4.3.1.1.2 Domestic Violence

Felony or misdemeanor crimes committed by a person who:

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

4.3.1.1.3 Dating Violence

Dating violence is violence committed by a person:

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

4.3.1.1.4 Stalking

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

- a. Fear for the person's safety or the safety
- b. Suffer substantial emotional distress

Appendix C.

Violation of alcohol and drugs policy which includes:

- Possessing or consuming alcoholic beverages on-campus or off-campus by those under 21 years of age and/or being in the presence of alcohol in a substance free area regardless of age. Examples of substance free areas include, but are not limited to, lounges, stairwells, or hallways of any residential facility, rooms in which people under 21 years of age are present.
- Displaying alcohol advertisements and/or signage in any campus building or property controlled by the University (including in the residence halls) or paraphernalia regardless of age. Paraphernalia includes, but is not limited to, kegs, beer balls, beer machines, home brewing equipment, punch bowls, drinking funnels, ice luges, and other items that encourage binge drinking. Students who sponsor, organize, facilitate, participate in, and/or are present during, or allow the use of their rooms for such activities will be subject to disciplinary action.

- The distribution or sale of, or intent to sell, alcoholic beverages to anyone under 21 years of age. This includes distribution of alcoholic beverages on University property without proper approval regardless of the age of individuals.
- Using a fake ID or making false statements regarding your age in order to purchase or in any way to procure alcoholic beverages
- Possessing any opened bottle or can containing an alcoholic beverage or consuming alcoholic beverages in public (e.g., sidewalks, streets, parks, parking lots, open green spaces, horseshoe at Bates, etc.)
- Manufacturing of alcoholic beverages on campus
- Public Intoxication and/or overconsuming alcohol/drugs including being transported to the hospital or being placed in protective custody regardless of the student's age
- Possessing, using, manufacturing, distributing, transferring, consuming, selling (or intending to sell), brokering or facilitating the distribution of any controlled substances (including cannabis)
- Possession, use, sale, distribution, or manufacture of drug paraphernalia. Drug paraphernalia is defined as any equipment, product, material and/or ingredients that is/are used or modified for making, using, or concealing illegal drugs, including, but not limited to, pipes, smoking masks/screens, bongs, hookahs, vape pens or roach clips. Certain scales, grinders, vials, and baggies may also be considered drug paraphernalia.

While Massachusetts state law permits the use of recreational and medical cannabis, federal law prohibits cannabis use, possession, distribution, and/or cultivation at educational institutions. Therefore, the use, possession, distribution or cultivation of cannabis for recreational or medical purposes is not allowed in any SSU residence hall or on any other SSU premises; nor is it allowed at any University-sponsored events or activity off campus or any student organization event or activity. Anyone who possesses or uses cannabis at any University premises may be subject to federal prosecution and University discipline.

In addition, no accommodations will be made for any student in possession of a medical cannabis registration card except that SSU may release students from their Residence Hall License Agreement if approved.

Good Samaritan Policy: Students experiencing an alcohol and/or drug-related medical emergency may receive amnesty through the SSU student conduct system when students or their friends or other persons (not University staff) are concerned about them and proactively seek medical assistance from University Police or Residence Life (or from local police if off-campus). This amnesty is offered at the discretion of the Community Standards and Restorative Practice office and may be extended to students who seek help from University Police or Residence Life (or from local police if off campus) for another student provided they remain with the student experiencing the medical emergency until medical assistance arrives. This policy does not preclude disciplinary action regarding other violations of University standards, such as causing or threatening physical harm, sexual abuse, damage to property, harassment, hazing, etc. Students should also be aware that this University policy does not prevent action by local and state authorities. Students granted amnesty under this policy will be required to complete educational or other sanctions. SSU reserves the right to inform parents/guardians/emergency contacts when students receive amnesty.

Students whose pattern of behavior suggests the ongoing use of alcohol and/or drugs may not be granted amnesty. This policy is designed to save lives. The spirit of the Good Samaritan Policy is that we all have an ethical responsibility to help people in need. There is an expectation that students will take active steps to protect the safety and well-being of our community. Students found in violation of the alcohol policy through report of a sexual assault, psychological or medical emergency will not be automatically subject to the minimum sanction. Such sensitive situations will be handled on a case by case basis.

Appendix D.

Violation of the campus event policy which includes:

- Failing to submit publicity materials for approval to the appropriate office. Publicity materials are defined as non-commercial, written materials including, but not limited to, signs, posters, pamphlets, handbills, circulars, newspapers, and magazines. Publicity materials will only be reviewed to ensure the materials are factually accurate and provide full disclosure of any related terms, conditions, warrants and intentions. Plans to use banners, lawn signs, stands, tables, or booths or to install tents or other temporary structures must also be included in the approval request.

- Hosting an unapproved event on campus, failing to seek approval for an event within the timelines outlined in the policy, and/or participating in disruptive or illegal activities on campus.
- Forcing passersby to take written materials; promoting the excessive use of alcohol or the illegal use of alcohol by underage persons; promoting the use of illegal drugs; and/or promoting engagement in any other illegal activities
- Not using the correct forum (i.e., traditional public forum, designated public forum, non-public forum). All persons shall comply with the directions of university officials lawfully acting in the performance of their duties. Failure to identify oneself to or comply with the directions of a university official or other public official acting in the performance of their duties while on university property may lead to cancellation of the event. University officials shall not invoke this provision to stifle expression because of its content.
- Blocking or otherwise interfering with reasonable ingress or egress into and out of buildings, to include obstructing entrances, exits, corridors and other thoroughfares; blocking or otherwise interfering with the free flow of pedestrian, vehicular, or bicycle traffic (the right of way on streets and sidewalks must be maintained); engaging in physically assaultive conduct towards any other person, including making threats, touching, or striking attendees or passersby.
- Burning of objects of any type or having open flames; engaging in lewd and/or obscene conduct; causing malicious or unwarranted damage or destruction of property owned or operated by the university or personal property belonging to students, faculty, staff, or guests of the university.
- Not complying with applicable state and federal laws and university policies, rules, and regulations to include, but not limited to, laws prohibiting discrimination on the grounds of race, color, creed, religion, national origin, gender, age, disability, sexual orientation, gender identity, genetic information, marital status, or veteran status.
- The Campus Events Policy includes the expectation that students follow. That entire policy can be found here: [Freedom of Speech Policy | Salem State Public Records](#).

- The Freedom of Speech and Expressive Activities policy includes recognition of the rights of individuals to engage in all forms of constitutionally protected expression on campus without prior restraint or censorship. The university acknowledges that public discourse in an educational environment may include the discussion of controversial ideas and will not limit such discourse based solely on its content. The university is committed to providing a healthy and robust educational environment where students may pursue their educational goals, while also growing, prospering and becoming exemplars of the next generation of engaged citizenry. To achieve these ends, the university's physical and virtual campus must allow access to all services, resources and supports for students and community members in a safe and inclusive manner. Activities, including expressive activities, must be balanced in consideration of the university's primary mission – that being education. As such, the university adopts reasonable and content-neutral time, place, and manner restrictions. It shall not be inferred or implied that the university endorses the messages expressed in accordance with this policy.

Appendix E.

Freedom of Speech and Expressive Activities policy includes:

- Designated/limited forums include parts of the campus that become available for expressive activity when designated by university officials. Expressive activities include but are not limited to the following: activities undertaken by an individual or individuals who seek to orate, distribute literature, engage in sequential, incidental, brief, and transitory verbal interactions with passersby, or conduct an event or assembly where individuals gather. Examples of designated/limited forums include, but are not limited to, Alumni Plaza and the North Campus Quadrangle on North Campus, green space on the Harrington and South Campuses, as well as auditoriums, lobbies, and athletic fields.
- Expressive activities that are not allowed on campus include the following (please note that these activities have very specific legal meanings and will be interpreted in accordance with the law):
 1. Solicitations to commit crimes; Updated March 18, 2022
 2. Incitement of imminent violence or lawless action;
 3. Harassment, threats, defamation, perjury, blackmail, plagiarism or obscenities, including child pornography;

4. Fighting words.

- **Non-public forums:** Non-public forums include all areas that are not defined as designated/limited public forums. These locations are not available for expressive activity. Examples include, but are not limited to, interior spaces within academic and administration buildings including classrooms, faculty, administrative and student offices, libraries, cafeterias and other eateries, computer labs, and residence halls.
- **Space Occupied by Unaffiliated Entities** Spaces owned or leased by the university that are occupied by unaffiliated entities (such as spaces in the Enterprise Center that are occupied by private entities) are excluded from this policy.
- This policy shall apply to all members of the campus community including but not limited to students and employees of the university, including faculty, staff, contract employees, student employees, volunteers (“Members of the Campus Community”) and visitors and groups that are unaffiliated with the university (“Third Parties”).

Responsibilities

Responsible Party	List of Responsibilities
Office of Public Safety and Risk Management	Ensure the policy is updated as needed.
Dean of Students	Communicate this policy and its related procedures to students
Provost and Vice President of Academic Affairs	Communicate this policy and its related procedures to faculty
All Other Area Vice Presidents	Communicate this policy and its related procedures to staff

Policy Enforcement

Violations	Engaging in speech or other conduct that is prohibited
Potential consequences	If use of a designated/limited forum creates an unsafe environment on campus, its participants may be relocated to a safer location. Members of the Campus Community who violate this policy may be subject to administrative disciplinary action and Third Parties not affiliated with the university may be asked to leave the property. Failure to adhere may result in legal action or face criminal charges
How to report	Violations of this policy should be reported to the Office of Public Safety and Risk Management or, if the individual is a student, to Community Standards

Appendix F.

Violation of Residence Life License Agreement and other policies as outlined in the Guide to Living on Campus which includes:

- Storing empty alcohol containers (decorative or otherwise) or not disposing of alcohol containers properly in the designated recycling or trash areas.
- Possessing or using alcohol in lounges, stairwells, or hallways of any residential facility. Students are allowed to possess alcohol in their apartment/bedroom only when all present individuals are over the age of 21.
- Hosting or participating in large parties within the residential areas. The maximum number of people allowed in a room or apartment at any time is two guests per resident of the room who is present (i.e., in a six (6) person apartment, there can be no more than 18 people present if all residents of that room are in the apartment at the time of the gathering).
- Violating the guest policy. This includes allowing your guest to violate the Student Conduct Code, allowing a guest to stay more than 4 overnights in a month or more than 2 consecutive overnights on two occasions. Students are responsible for the actions of

the guests they sign in. Therefore, students should never sign someone they do not know into a building.

- Failing to discard trash appropriately. Cardboard, newspaper, hangers, glass, boxes, and large items should be taken to the dumpster. Excessive trash left in hallways, lounges or stairwells will result in charges to those on your floor or in your entryway. All rooms/apartments are provided with recycling bins to utilize in collecting recyclable materials and should be emptied into the larger bins located on each floor or in each entryway.
- Having prohibited items in the residence halls. The following are not permitted in any of the residential areas: air conditioners; electrical extension cords; halogen lamps; lanterns and sun lamps; hot plates; heating coils; electric space heaters; hot pots without automatic on/off switches; "Medusa lamps" (with multiple plastic shades) television larger than 40"; water coolers; deep fryers; popcorn poppers; sandwich makers; toaster ovens and toasters; waffle irons and griddles outside the kitchen areas of Atlantic Hall; coffee makers and irons without automatic shut-off switches; microwaves and refrigerators that do not comply with the specifications detailed in the Guide to Living on Campus; candles and incense, including those of decorative nature and those that have not been burned or used; live Christmas trees, menorahs with candles, Kwanzaa candles, and similar decorations; flammable decorations placed near light fixtures or in enclosed areas; bicycles in hallways, lounges or blocking the doorways of rooms, apartments, and stairwells; tapestries and similar hangings covering a door or significant portion of the wall or any lights and lamps, or hung from the ceiling; gasoline, lighter fluid, flammable cleaning fluid, turpentine, and paint solvents; motorcycles, mopeds and automative equipment in hallways or rooms; desks, chairs, dressers, closets, or beds that block any part of doorways, or one's ability to move; bookshelves; concrete blocks and bricks; inflatable chairs and bean bag chairs; trunks; waterbeds.
- Altering University-provided furniture (such as removing closet doors or bed frame legs), stacking furniture, placing a mattress directly on the floor, moving furniture off the floor, or blocking entrances is strictly prohibited. In addition, lounge furniture may not be removed from the lounges or common areas, as these items are intended for everyone's use. The following items are also prohibited from rooms and apartments: bookshelves, concrete blocks and bricks, futons and couches, inflatable and bean bag chairs, trunks, and waterbeds.

- Propping stairwells and exit doors open and/or allowing individuals to enter a residence hall and/or bypassing the front desk to be signed in
- Failing to abide by prescribed quiet hours which are Sunday through Thursday from 9 pm to 9 am and Friday through Saturday from 12 am to 10 am. During final exam periods, quiet hours are in effect 24 hours a day. Courtesy hours are in effect 24 hours a day and residents are expected to comply with other student or staff requests to lower noise levels when requested at any point during the day. Residents should use good judgment, and be considerate of neighbors, including the people living above and below them.
- Failing to obtain proper documentation and/or approval for a service animal or assistance animal. Service animals are working animals, not pets. Approved assistance animals are permitted only in a resident's room and are not permitted in other campus locations such as classrooms, libraries, or dining halls. Assistance animals must be approved by disability services as a reasonable accommodation in university housing.
- Bringing and/or keeping a pet for ordinary use and companionship. A pet is not considered a service animal or an assistance animal. Students are not permitted to bring pets on university property or keep pets in university housing, except for fish in a 10-gallon tank.
- Failing to clean up after, care for, or maintain control of an approved service or assistance animal. SSU is not responsible for the care or supervision of any service or assistance animal. The student who owns the animal must always carry equipment sufficient to clean up the animal's feces whenever the student and the animal are outside the student's room. The student should never allow the animal to defecate on any property, public or private, unless the student immediately removes the waste. The student is also responsible for the proper disposal of the animal's feces and for any damage caused by the waste or its removal. Allowing someone other than the animal's owner to care for the animal overnight in university housing. Approved animals must be taken with the student if they leave campus overnight or for a prolonged period.

Appendix G.

Violation of the University's acceptable use policy set forth by information technology services which includes:

- Using University computer facilities in a manner that would constitute harassment, invasion of privacy, threat, defamation, intimidation, obscenity, unwarranted annoyance or embarrassment, or discrimination based on race, sex, national origin, disability, age, religion, or sexual orientation
- Using another's User ID without their authorization; cracking passwords, obtaining confidential information through unauthorized means; impersonating another, real or not, individual, machine or organization
- Installing privileged network monitoring tools such as packet sniffers by anyone other than authorized personnel; accessing or transmitting information that belong to another user or for which no authorization has been granted; attempting to make unauthorized changes to information stored on the University's computer systems
- Using University computer resources for unauthorized advertising; unauthorized copying of information stored on the University's computer systems; knowingly using unlicensed or improperly licensed software on University computer facilities
- Tapping home or network lines in violation of any federal or state law; taking any action that jeopardizes the availability or integrity of any University computing, communication, or information resources; using IT resources in a manner that interferes with the work of other students, faculty, or staff or the normal operation of the University computing systems; attempting to bypass the University IT security system; violating federal, state, or local laws, including copyright infringement; using University-owned IT resources for unauthorized commercial purposes



(<https://www.salemstate.edu/>)

352 Lafayette Street
Salem, MA 01970

A-Z Directory (<https://directory.salemstate.edu/>)

Campus Map and Direction

(<https://www.salemstate.edu/community/campus-map>)

Policies and Public Records

(<https://records.salemstate.edu/>)

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