

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

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Policy No.: 3357:15-19-00

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STUDENT ACTIVITIES

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Effective: 10/09/2009

Revised: 03/16/2015

Revised: 07/14/2016

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Revised: 04/08/2025

POLICY:

- (A) Activities in which students may participate are desirable and will be organized and encouraged as facilities, resources, and circumstances permit.
- (B) All activities are bound by the Stark State College Policies and Procedures Manual, including, but not limited to, the following policies:
 - (1) Anti-Harassment (3357:15-14-13)
 - (2) Sexual Misconduct (3357:15-14-15)
 - (3) Student Code of Conduct (3357:15-19-10)

PROCEDURE:

- (A) Student Government Association
 - (1) The Student Government Association represents the interests and opinions of the student body by helping students understand their responsibilities, rights, and privileges. It promotes or initiates activities of general student interest, and recommends expenditure of funds for student activities. The Association represents students' opinions; serves as liaison between the administration, faculty, staff, and students; and participates in shared governance and strategic planning of the College. The Student Government Association does this by encouraging student representation on College committees and requesting all clubs have representation on InterClub Council with regular attendance at all meetings.
 - (2) Students are encouraged to participate in clubs and organizations in which they are particularly interested. Clubs may be organized by any group of interested students. To start a new student club/organization, ten currently enrolled students and a faculty or staff advisor are required. An application for Organization Recognition/Renewal must be submitted to the Director of Student Leadership and Engagement Programs along with the constitution/bylaws of the club/organization. The group will make a presentation before InterClub Council to receive approval for an official charter.
- (B) Social Events. The Student Government Association is responsible for planning the annual activities calendar. Other clubs and organizations have the privilege of planning individual programs for that calendar.
- (C) Guidelines regarding publicity, planning campus events, speaker engagements, fundraising activities, solicitation/revenue activities and other topics are outlined in the Office of Student Life, Leadership and Engagement Programs: Student Organizational Manual.

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STUDENT EDUCATION RECORDS

Policy No. 3357:15-19-04

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Revised: 06/05/2017

Revised: 06/06/2022

POLICY:

According to the Family Education Rights and Privacy Act of 1974 (FERPA) "Student education records," as used in this section, includes all official records (in handwriting, print, tapes, film, or other media), directly related to a student at Stark State College. School officials with a legitimate educational interest may access student education records within the scope of performing their job duties. Records not included in this policy are as follows: 1) personal records maintained by a faculty/staff member to remember a particular situation; 2) employment records provided they are used only for hiring purposes; 3) records maintained by campus security; and, 4) alumni records that pertain to the student as a person versus an active student.

PROCEDURE:

- (A) Access to Inspect and Review Student Education Records. A student may inspect any information within their educational record. Students must submit a written request to the Academic Records/Registrar's Office identifying the record(s) to be inspected. Stark State College has 45 days to make the record(s) available to the student and must notify the student of the time and place where the record(s) can be inspected.
- (B) Request to Amend Education Records. If a student believes there are inaccurate or misleading records, the student may request to amend the record. The student must submit a written request to the Academic Records/Registrar's Office clearly identifying the part of the record they want to be changed and indicate why it is inaccurate. Stark State College has the right to deny the request. If denied, the student must be notified and informed of their right to a hearing.
- (C) Hearing to Challenge Content of Records. A student must submit a written request for a hearing to the Academic Records/Registrar's Office listing the specific information in question.

(1) Hearing Procedures

- (a) The hearing will be conducted by the Provost and Chief Academic Officer or their designee(s).
- (b) The hearing will be granted within ten days after the request has been made.

- (c) The director of the department or their designee(s) responsible for the student record under challenge shall represent that record in the hearing.
 - (d) Prior to the hearing, a staff member shall be designated by the Provost and Chief Academic Officer as the hearing officer and shall notify the student and the person representing the record of the time, place, and date of the hearing, and of the specific portion(s) of the student's record to be challenged in the hearing.
 - (e) The hearing shall be limited to a consideration of the specific portion(s) of the student's college record being challenged.
 - (f) The hearing officer must provide the student with a written notification of the disposition of the challenge and the reason(s) for that disposition.
- (D) Release of Student Records to External Agencies. A student must provide written consent before Stark State College may disclose personally identifiable information from their education record except for disclosures to school officials, judicial orders, or lawfully issued subpoenas. § 99.32 of FERPA requires the college to maintain a record of the requests.
- (E) Right to file a complaint. A student can file a complaint with the U.S. Department of Education concerning alleged failures by Stark State College to comply with FERPA.

U.S. Department of Education
Student Privacy Policy Office
400 Maryland Ave, SW
Washington, DC 20202-8520

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STUDENT TRAVEL

Policy No. 3357:15-19-07

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Revised: 01/01/2017

Revised: 06/03/2024

Revised: 06/02/2025

POLICY:

(A) Student Travel for College Organized or Sponsored Events

- (1) All student travelers are bound by the Stark State College Policies and Procedures Manual, including, but not limited to, the following policies:
 - (a) Freedom of Expression and Responsibilities (3357:15-13-48)
 - (b) Anti-Harassment (3357:15-14-13)
 - (c) Sexual Misconduct (3357:15-14-15)
 - (d) Student Code of Conduct (3357:15-19-10)
 - (e) Travel and Business Entertainment Expense (3357:15-14-10)
- (2) Stark State College promotes safe travel by enrolled students to and from events and activities.
- (3) The types of activities and events covered by this policy include course-related trips, the activities of sponsored student organizations, and meetings of organizations where a student is officially representing the College.
- (4) An organized event is one that is initiated, planned, and arranged by a member of the College's faculty, staff, or the members of a registered student organization, and is approved by the appropriate department administrator – department chair, dean, director of an administrative unit, or their delegate. (Appeals will be reviewed on a case-by-case basis by the Director of Student Leadership and Engagement and/or the Student Affairs Committee.)
- (5) A sponsored event or activity is one that the College endorses by supporting it financially or by sending students to participate in it as official representatives of the College.
- (6) An enrolled student is one who has been admitted to and is attending classes at the College. (If the activity/event occurs during winter break or during the summer semesters and the student is not taking classes, the student must be registered for classes for the upcoming semester in order to travel.)

(B) Student Travel for Registered Student Organizations

- (1) This portion of the policy applies to the travel of student members of a registered student organization when the organization requires its student members to attend an activity or event and the activity or event occurs more than fifty (50) miles from the College campus.

- (2) Registered student organizations that require student members to travel to and from events or activities that are covered by this policy must obtain prior authorization for such travel from the appropriate department administrator and the Office of Student Leadership and Engagement.
- (3) If it is necessary for a non-student (alumnae, guest, parent of College Credit Plus student, etc.) to travel using college funds/transportation, the individual(s) must have approval prior to travel. All appropriate travel paperwork and information/documentation required must be submitted 10 days prior to travel to the Director of Student Leadership and Engagement.

PROCEDURE:

Travel Authorization.

- (A) In order to assure that the events or activities that involve student travel are within the course and scope of the College's mission and that student safety issues have been addressed, travel undertaken pursuant to this policy must be authorized in advance by an appropriate department administrator.
 - (1) To request authorization, members of the faculty, staff, or registered student organizations who organize activities covered by this policy must submit a completed Student Travel Request Authorization form, along with the required documents and information, to the appropriate department administrator for approval before submitting to the Office of Student Leadership and Engagement. The request must be submitted at least ten (10) working days in advance of travel to the activity or event. Failure to comply will result in immediate cancellation of the trip/activity/event at the club/organization and/or individual member's expense.
 - (2) All in-state and out-of-state travel, which must be within the United States, must have approval prior to the travel being taken. Faculty members traveling with a student organization must obtain professional development approval from the department chair, division dean, and the Provost. All other employees traveling with a student organization must obtain professional development approval from their supervisor or vice president.
 - (3) The following information/documents must be submitted along with the Student Travel Request Authorization form:
 - (a) A list of participants including their names, addresses, email, phone numbers, and the names and phone numbers of persons to contact in case of an emergency (Travel Roster form).
 - (b) The name and phone number for the responsible College employee(s) who will be available to the students at all times during the travel and activity.

- (c) Copies of valid operators' licenses for any students who will operate vehicles, plus proof of insurance.
 - (d) Completed and signed Release and Indemnification Agreements for each participant.
 - (e) Completed and signed Authorization for Medical Treatment forms for each participant, plus proof of medical insurance.
- (4) When leading group trips, faculty, or staff should carry emergency contact information and the authorization for emergency medical treatment for each participant. Advisors will not be required to accompany organization members on day (non-overnight) trips to locations within a 150-mile radius of campus. For overnight travel or travel to locations beyond the 150-mile radius of campus, an advisor must accompany the group. According to the Fair Labor Standards Act (FLSA), all time spent while on an overnight trip attending to students and/or performing other work (even while traveling to and from activity and meals) should be counted as club advisor duty hours. Time spent not working (resting, sleeping, duty free meal, etc.) is not trackable. A part-time employee accompanying the group shall limit their total weekly work hours to no more than twenty-nine (29) hours per week. If the travel will require the part-time employee to work more than twenty-nine (29) hours in a given week, the employee shall consult with Stark State College (immediate supervisor or the next level up in the chain of command) first and receive permission to work such additional hours. Failure to do so may result in termination or non-reappointment.

The Student Travel Request Authorization, the Authorization for Emergency Medical Treatment, and the Release and Indemnification Agreement forms are available from the Office of Student Life or can be downloaded from the mySSC portal.

(B) Travel by Motor Vehicle

- (1) Motor vehicles used for travel covered by this policy shall have a current proof of liability insurance card. The College reserves the right to require a certain monetary level of insurance.
- (2) All students who will operate vehicles while engaged in travel covered by this policy must have a valid operator's license.
- (3) Operators shall comply with all laws, regulations, and posted signs or directions regarding speed and traffic control.
- (4) Operators shall take a mandatory 30-minute rest break every four hours.
- (5) Operators shall drive no more than ten hours in any 24-hour period.

- (6) Trips requiring more than 10 hours driving time to reach a point of destination shall require overnight lodging.
- (7) Occupants of motor vehicles shall not possess, consume, or transport any alcoholic beverages or illegal substances.
- (8) The total number of passengers in any vehicle at any time it is in operation shall not exceed the manufacturer's recommended capacity or federal or state law or regulations, whichever is lowest.

(B) Travel by Rental Vehicle

- (1) Whenever possible, student groups are encouraged to use rental vehicles for travel beyond the local area (in excess of 100 miles round-trip). The cost of rental vehicles will be applied to the club/organization account. An advisor or other College employee must travel in the same vehicle and accompany the student group when traveling. When traveling in a rental vehicle, only the accompanying employee or a currently registered student may drive the vehicle. Drivers must have current and appropriate licensure.
- (2) Stark State College has an account set up with a rental car company for business travel. Individuals and/or groups interested in using this agreement for college travel must use the Request a Rental Car tool found on the mySSC portal.
- (3) Twenty-four-hour notice of cancellation is requested for any cancelled vehicle rental. The Rental Car Request Cancellation form, found on the mySSC portal, must be completed.
- (4) Questions and concerns should be directed to the Purchasing Department.

(D) Travel by Privately Owned Vehicles

- (1) The use of personal vehicles by students for travel to events covered by this policy is discouraged.
- (2) When requesting authorization for travel that involves the use of personally owned vehicles, the requestor shall submit a valid operator's license and a copy of a current liability insurance policy for any vehicle to be used for the proposed travel.
- (3) The persons responsible for the proposed activity and travel shall inform students who will drive their privately-owned vehicles that their personal liability insurance policy will be looked to first to cover any liability that may result from the use of the vehicle for the proposed travel.
- (4) Non-student/non-employee drivers and passengers who accompany students on travel covered by this policy must sign the Release and Indemnification and the Authorization for Medical Treatment forms prior to the trip.

(E) Travel by Bus, Train, Plane (Out-of-State Travel)

- (1) Use of commercial bus, train, or plane may be a necessary means of transportation for most out-of-state travel. Researching the most efficient and affordable arrangements is highly recommended. The most cost-effective rate should always be used for student travel so research. It is preferred with any group travel that all participants take the same bus, train, or flight(s).
- (2) Any out-of-state travel will require an Application for Professional Development form (found on **mySSC >resources>employee forms and documents>human resources>professional development**) to be completed prior to incurring any travel expenses. Actual expenses are to be submitted for reimbursement on the College's standard Report of Business Expenses form within three (3) days after completion of travel. The above forms may be obtained from the Office of Student Leadership and Engagement.

(F) Reimbursement after Traveling

- (1) Student organizations are encouraged to expect their students who are traveling to show ownership for their participation in the event/activity. Normal expenses that should be incurred by the student include, but are not limited to, hotel accommodations, food, taxi, parking, etc. Some of these expenses may require the use of the student's personal credit card.
- (2) Each student group should save all original receipts paid during the trip. This will be proof of expenses when the student plans to seek reimbursement when they come back. Travel officially begins and ends with arrival at site to departure from site (i.e.: From Stark State College to Columbus State Community College and back to SSC, or from Akron/Canton Airport to Dallas/Fort Worth Airport and back to Akron/Canton Airport).
- (3) Each student participant seeking reimbursement must complete a Report of Business Expenses form and attach all original receipts. The club advisor should distribute and review each expense report and sign before submitting to the Business Office, Accounts Payable Department. On the form, all pertinent information must be included. If the form is filled out incorrectly, this could delay reimbursement. Normally, reimbursements can take from 7-10 business days.

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STUDENT COMPLAINT(S)

Policy No. 3357:15-19-08

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Revised: 06/05/2023

Revised: 11/06/2024

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POLICY:

If a student has reason to believe that they have been unfairly treated and wishes to file a complaint against Stark State College, another student, and/or an employee, that student may bring forward a complaint.

PROCEDURE:

A. Initiating a Complaint Based on Civil Rights Discrimination

1. Stark State College is committed to equal opportunity for all and does not discriminate based on, but not limited to, race, color, religion, sex, gender, national origin (ancestry), military status (past, present, or future), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, disability, age (40 years or older), genetic information, sexual orientation, gender identity, or gender expression. Any student who has a complaint of civil rights discrimination against Stark State College and/or any of the College's faculty, staff, students, or administrators should follow the procedures for initiating a complaint based on civil rights discrimination.
2. Any student initiating a complaint based on civil rights discrimination should understand the serious nature of such an allegation and not enter into the complaint without due consideration. The student will be responsible for providing correct information and cooperating with any investigation resulting from the complaint. Prior to filing a formal written complaint, the student is encouraged to make a reasonable effort to resolve the problem informally by discussing the complaint with the employee/student. All reasonable efforts should be made to resolve the problem at this level if possible.
 - a) If the student is not satisfied with the results of the informal meeting, the student then has seven (7) calendar days from the informal meeting, or if the student elects not to informally resolve the problem, 180 calendar days from the date of the occurrence to present a formal written complaint regarding civil rights. The student may submit a formal, written complaint by mail, facsimile, or email by using the Stark State College Student Civil Rights Discrimination Complaint Form which is available on mySSC, in the Office of Judicial Affairs, and in the Provost's Office. The written complaint should include details from the informal meeting, a specific description of the problem, the reason(s) the student believes their rights have been violated, and a proposed action.
 - b) Students wishing to file a formal complaint regarding civil rights will present their formal complaint directly to the Coordinator of Civil Rights Compliance, which is the Dean of Learning and Engagement. The Dean of Learning and

Engagement may be contacted at Stark State College; Office S100; 6200 Frank Avenue NW; North Canton, OH 44720; phone (330) 494-6170, X4817. The student will request and complete the Stark State College Student Civil Rights Discrimination Complaint Form. The Dean of Learning and Engagement will complete the intake process with the student, inform the student of the procedures and processes in filing the complaint, and contact the appropriate office for further investigation if warranted.

- 1) If the complaint is against an employee, the Dean of Learning and Engagement will refer the complaint to the Human Resources Department to complete the investigation. The Dean of Learning and Engagement and the Human Resources Department for employees will objectively investigate the complaint, consult with all involved parties, review the written complaint, and render a written decision within 60 days. If the complaint is against a student and it is determined that the student violated College policies and procedures, disciplinary action will be based on that defined in the Student Code of Conduct policy and procedure (See Student Code of Conduct Policy No. 3357: 15-19-10). The student will be notified in writing of the decision.
- 2) Please note: At any point in this process, the student may also file a complaint alleging discrimination directly with the Office for Civil Rights; Denver Office; U.S. Department of Education; Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582; phone (303) 844-5695; fax (303) 844-4303; TDD (800) 877-8339; or email OCR.Denver@ed.gov.
- c) Students wishing to file a formal complaint regarding gender discrimination or sexual harassment should contact the Title IX Coordinator in the Security Department; Stark State College; Office S104; 6200 Frank Avenue NW; North Canton, OH 44720; phone (330) 494-6170. Additional information regarding the College's Title IX resources and filing a formal complaint can be located at <http://www.starkstate.edu/titleix>.

B. Initiating a Complaint Based on Campus Accountability and Modernization to Protect University Students (CAMPUS) Act

1. Stark State College is committed to principles that enable the educational and professional enhancement of all racial, religious, and ethnic groups. Stark State will not tolerate racial, religious, or ethnic harassment and/or intimidation by or against its students, faculty, or staff. All students and employees must comply with this policy, whether on or off campus when engaged in activities sponsored by the College or otherwise related to the business of the College. This policy is not intended to diminish or infringe upon any right protected under the First Amendment to the United States Constitution, Article I; Sections 3 and 11 of the Ohio Constitution; or noncommercial expressive activity as defined in section 3345.0212 of the Revised Code.
2. Stark State College prohibits retaliatory actions against all protected parties that are motivated by the fact that the protected party has made a good-faith complaint of harassment or by the fact that the protected party has assisted or cooperated in an investigation of a complaint by someone else. This policy

protects any protected party who makes a complaint of harassment believing that the complaint is justified, even if the College should ultimately find that complaint unfounded.

3. Any student initiating a complaint based on the CAMPUS Act should understand the serious nature of such an allegation and not enter into the complaint without due consideration. The student will be responsible for providing correct information and cooperating with any investigation resulting from the complaint. Prior to filing a formal written complaint, the student is encouraged to make a reasonable effort to resolve the problem informally by discussing the complaint with the employee/student. All reasonable efforts should be made to resolve the problem at this level if possible. The longer a student takes to file a complaint, the more difficult it could be for the College to investigate properly.
 - a) If you believe that you are being harassed or retaliated against in violation of this policy, or if you observe or are informed of someone else being subjected to such conduct, report this conduct immediately to any of the following:
 - 1) Instructional Faculty, Supervisor, Manager, Director, Department Chair, Dean, Provost, or divisional Vice President.
 - 2) Vice President of Human Resources or Human Resources Generalists.
 - 3) Campus Security in instances where a concern for physical safety exists. To the extent possible and as needed, campus Security will collaborate with local law enforcement regarding threats, intimidation or hate crimes.
 - 4) Anonymously through Stark State's online reporting form at <https://surveys.starkstate.edu/s3/CAMPUS-Act-Student-Complaint-Form>.
 - b) If the complaint is against an employee, the Dean of Learning and Engagement will refer the complaint to the Human Resources Department to complete the investigation. The Dean of Learning and Engagement and the Human Resources Department for employees will objectively investigate the complaint, consult with all involved parties, review the written complaint, and render a written decision. If the complaint is against a student and it is determined that the student violated College policies and procedures, disciplinary action will be based on that defined in the Student Code of Conduct policy and procedure (See Student Code of Conduct Policy No. 3357: 15-19-10). The student will be notified in writing of the decision.
- C. Initiating an Academic Complaint (including classroom or course-related issues, excluding grade appeals)
 1. Prior to filing a formal written complaint, the student is encouraged to make a reasonable effort to resolve the problem informally by discussing the complaint with the instructional employee within seven (7) calendar days of the occurrence. All reasonable efforts should be made to resolve the problem at this level if possible.
 2. If the student is not satisfied with the results of the informal meeting, the student then has seven (7) calendar days from the informal meeting, or if the student elects not to informally resolve the problem, seven (7) calendar days from the date of the occurrence to present a formal written complaint to the respective department chair. The student should contact the respective division for contact information for the department chair.

- a) The student may submit a formal written complaint by mail, facsimile, email, or by using the Stark State College Student Academic Complaint Form which is available on mySSC, in the Office of Judicial Affairs, and in the Provost's Office.
 - b) The written complaint should include details from the informal meeting, a specific description of the problem, the reason(s) the student believes their rights have been violated, and a proposed remedy.
 - c) The department chair will objectively investigate the complaint, consult with all involved parties, review the written complaint, and render a written decision.
 - d) The student will be notified in writing of the department chair's decision within seven (7) calendar days of submitting the written appeal. The student will have 72 hours to appeal this written decision.
 3. To appeal the department chair's written decision, the student is responsible for contacting the department chair so the written complaint and supporting documentation can be forwarded to the respective dean for review.
 - a) The dean will objectively investigate the complaint, consult with all involved parties (if necessary), review the written complaint, and render a written decision.
 - b) The student will be notified in writing of the dean's decision within seven (7) calendar days of the date the dean receives the results from the department chair. The student will have 72 hours to appeal this written decision.
 4. To appeal the dean's written decision, the student is responsible for contacting the dean so the written complaint and supporting documentation can be forwarded to the Provost's office for review.
 - a) The Provost will objectively investigate the complaint, consult with all involved parties (if necessary), review the written complaint, and render a written decision.
 - b) The student will be notified in writing of the Provost's decision within seven (7) calendar days of the date the Provost receives the results from the dean. The decision of the Provost will be final.
- D. Initiating a Non-Academic Complaint (relating to non-classroom issues)
1. Prior to filing a formal written complaint, the student is encouraged to make a reasonable effort to resolve the problem informally by discussing the complaint with non-instructional employee/student within seven (7) calendar days of the occurrence. All reasonable efforts should be made to resolve the problem at this level if possible.
 2. If the student is not satisfied with the results of the informal meeting, the student then has seven (7) calendar days from the informal meeting, or if the student elects not to informally resolve the problem, seven (7) calendar days from the date of the occurrence to present a formal written complaint to the Dean of Learning and Engagement who will review the complaint and direct the student to the respective administrator.
 - a) The student may submit a formal, written complaint by mail, facsimile, email, or by using the Stark State College Student Non-Academic Complaint Form which is available on mySSC, in the Office of Judicial Affairs, and in the Provost's Office.

- b) The written complaint should include details from the informal meeting, a specific description of the problem, the reason(s) the student believes their rights have been violated, and a proposed remedy.
 - 3. The administrator will objectively investigate the complaint, consult with all involved parties (if necessary), review the written complaint, and render a written decision. The student will be notified in writing of the administrator's decision within seven (7) calendar days of submitting the written appeal. The student will have 72 hours to appeal the written decision.
 - 4. To appeal the administrator's written decision, the student is responsible for contacting the administrator so the written complaint and supporting documentation can be forwarded to the respective vice president for review.
 - a) The Provost/respective vice president will objectively investigate the complaint, consult with all involved parties (if necessary), review the written complaint, and render a written decision.
 - b) The student will be notified in writing of the Provost/respective vice president's written decision within seven (7) calendar days of contacting the administrator. The decision of the Provost/respective vice president will be final.
- E. Students have the right to consult the Ohio Department of Higher Education, the Higher Learning Commission, or the Ohio Department of Higher Education State Authorization Reciprocity Agreements (SARA) State Portal Entity (for online students only) if they feel the complaint was not addressed following the College's student complaint policy and procedure.
 - 1. Ohio Department of Higher Education via <https://highered.ohio.gov/students/current-college-students/student-complaints/submit-complaint>.
 - 2. Higher Learning Commission via <https://www.hlcommission.org/for-students/file-a-complaint-against-an-institution/>.
 - 3. Ohio Department of Higher Education SARA State Portal Entity, Matt Exline, mexline@highered.ohio.gov, 617-728-3095, <https://nc-sara.org/state-portal-entity-contacts>.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

SERVICE MEMBER AND VETERAN SUPPORT AND ASSISTANCE

Policy No. 3357:15-19-09

Effective: 05/29/2015

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Revised: 06/06/2022

POLICY:

Stark State College seeks to assist service members and veterans as they pursue an associate degree and/or certificate. The purpose of this policy is to set forth the support and assistance Stark State College will provide to service members and veterans, as required by Ohio Revised Code Section 3345.421 (B).

Definition of terms:

1. "Service member" means a person who is serving in the armed forces of the United States.
2. "Veteran" means any person who has completed service in the armed forces, including the national guard of any state or a reserve component of the armed forces, and who has been discharged under honorable conditions from the armed forces or who has been transferred to the reserve with evidence of satisfactory service.

PROCEDURE:

Stark State College will:

1. Maintain a service member and veteran student services office with designated space;
2. Refer service members and veterans to proper local, state and/or federal agencies, as needed;
3. Work with the Ohio Department of Higher Education (ODHE) and other Ohio institutions of higher education to promote a veteran-friendly campus and share best practices in serving service members and veterans effectively, including support for Military Transfer Assurance Guides;
4. Provide training to faculty, staff, and students to increase awareness of the unique needs, experiences of, and resources available for service members and veterans;
5. Ensure consistent and sustained support from College leadership;
6. Create "safe zones" for service members and veterans through campus-wide awareness training and help facilitate student/service member clubs, organizations, or associations;
7. Provide a portion of student orientation (or a separate session) specifically for service members and veterans;

8. Recognize service members and veterans at various events such as graduation, community service awards, honors awards, and an appreciation day;
9. Regularly evaluate institutional policies and procedures that create barriers to service member and veteran success;
10. Empower those working directly with service members and veterans to provide services designed to promote educational achievement, including the early alert process;
11. Maintain compliance, in partnership with Veterans Affairs (VA), in the proper procedures for certifying officials on campus;
12. Provide outreach to eligible persons about military-connected educational and training benefits as well as services and assistance offered by the institution;
13. Utilize a uniform set of data tools to collect and track information on service members and veterans, including demographics, retention, and degree completion;
14. Continue to work with the legislature, workforce, and higher education community to identify and develop statewide policies to ensure the transition to higher education is seamless for all students, including service members and veterans. This includes, but is not limited to, topics such as transfer, credit for prior learning and/or experience, career ladders, support services, etc.; and
15. Stark State College will continue work to provide better-access for service members and veterans in postsecondary education and training and encourage participation and collaboration with Career Services to improve transition to civilian work.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

STUDENT CODE OF CONDUCT

Policy No. 3357:15-19-10

Page 1 of 10

Effective: 06/05/2017

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POLICY:

Stark State College provides an engaging, supportive, and empowering environment that creates the foundation for lifelong learning and individual professional development. The Student Code of Conduct is established to provide students a detailed list of prohibited behaviors for both on-campus and off-campus college-related activities and disciplinary action(s) that can result in violating the Student Code of Conduct. The conduct code shall also apply to student conduct involving violations of federal, state, or local laws.

PROCEDURE:

The Student Code of Conduct applies to on- and off-campus college-related conduct of all students and registered student organizations, including conduct using the College's computing resources.

1. Each student shall be responsible for their conduct, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment. Students are free and encouraged to express their views on issues of public and general interest. (See Freedom of Expression and Responsibilities Policy No. 3357:15-13-48.) Actions that specifically threaten or cause a person to reasonably believe that the offender may cause physical harm are also prohibited. Examples of prohibited behaviors include, but are not limited to, assault, battery, stalking, telephone harassment, sex- or gender-based violence, threats, intimidation, physical abuse of another, dating violence, domestic violence, and any other speech or conduct not protected by the First Amendment that threatens the health and safety of others. For such violations or other violations of this Code of Conduct, the College reserves the right to proceed with "Disciplinary Action" even if the student is no longer enrolled in classes, withdraws from the College, or subsequently fails to meet the definition of a student while a disciplinary matter is pending.
2. Students are subject to local, state, and federal laws while at the College. Violation of these laws may also constitute violations of the Student Code of Conduct and the College's Policies and Procedures. In some instances, including Title IX matters, the College may be obligated to proceed with College disciplinary action under the Student Code of Conduct independently of any criminal proceedings involving the same conduct. Disciplinary action for violation of the Student Code of Conduct may be imposed regardless of criminal proceedings. Determinations made or

disciplinary action imposed under this Student Code of Conduct shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of the Student Code of Conduct were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

3. If disciplinary action is taken, a hold may be implemented which will impact a student's ability to enroll in courses, obtain transcripts, graduate, or conduct current and future business with the College.

Any student found to have engaged, or attempted to engage, in any of the following conduct while within the College's jurisdiction will be subject to disciplinary action by the College:

1. Failure to Comply with Reasonable Request: failure to comply with directions of College officials, Security, or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so while inside College buildings or non-public areas.
2. Violation of College Rules: violation of any College policy, procedure, directive, or other requirements published in hard copy or available electronically on the Stark State College website.
3. Controlled Substances: violation of the College's Alcohol, Drugs, and Tobacco Policy or any related College procedure. (See Drug and Alcohol Abuse and Drug-Free Workplace Act Compliance Policy No. 3357:15-14-12.)
4. Destruction /Misuse of Property:
 - (a) Destroying, defacing, tampering with, materially altering, or otherwise damaging property not one's own. This includes but is not limited to: doors, windows, elevators, restroom equipment, vending machines, signs, College vehicles, and computer equipment.
 - (b) Creating a condition that endangers or threatens property not one's own.
5. Disorderly Conduct: actions that are disorderly, lewd, or indecent; breach of peace; or aiding, abetting, or procuring another person to break the peace, disrupt or obstruct teaching, research, administration, disciplinary procedures, and/or college activities or functions, including verbal abuse, threats, bullying, or coercion.
6. Harassment - (See Anti-Harassment Policy No. 3357:15-14-13 and Student Complaint(s) Policy No. 3357:15-19-08.)
 - (a) Threatening or intimidating a person thereby creating a rational fear within that person.
 - (b) Creating a condition that endangers or threatens the health, safety, or welfare of another person.
 - (c) Physically restraining or detaining another person, or removing any person from any place where they are authorized to remain.

7. Physical Violence: physical abuse, including but not limited to, punching, slapping, kicking, or otherwise striking any person(s) and/or other conduct whether or not it threatens or endangers the health, safety, and/or welfare of any person.
8. Sexual Misconduct: unwelcome conduct of a sexual nature which includes sexual violence and sexual discrimination. (See Sexual Misconduct Policy No. 3357:15-14-15 and Anti-Harassment Policy No. 3357:15-14-13.)
9. Discrimination (See Student Complaint(s) Policy No. 3357:15-19-08.)
10. Harassment directed toward an individual or group based, but not limited to, race, color, religion, sex, gender, national origin, military status, pregnancy, disability, age, genetic information, sexual orientation, gender identity, or gender expression and severe enough so as to deny or limit a person's ability to participate in or fully benefit from the College's educational and employment environments, or activities and/or severe enough that it creates an intimidating, offensive, or hostile environment. (See Student Complaint(s) Policy No. 3357:15-19-08.)
11. Abuse of the Student Judicial Affairs process, including but not limited to:
 - (a) Failure to obey a notice or summons of a Student Judicial Affairs Officer or other College official to appear for a meeting as part of the Student Judicial Affairs process.
 - (b) Falsification, distortion, or misrepresentation of information before a Student Judicial Affairs Officer or other College official.
 - (c) Disruption or interference with the orderly conduct of the Student Judicial Affairs process.
 - (d) Initiation of a Student Judicial Affairs proceeding in bad faith.
 - (e) Use of harassment, intimidation, threats, force, or coercion while attempting to discourage an individual's proper participation in, or use of, the Student Judicial Affairs process.
 - (f) Attempt to influence the impartiality of a member of the Student Judicial Affairs process.
 - (g) Harassment (verbal or physical) and/or intimidation of a member of the Student Judicial Affairs process prior to, during, and/or after a Student Judicial Affairs process.
 - (h) Failure to comply with the sanction(s) imposed under the Student Judicial Affairs process.
 - (i) Influence or attempt to influence another person to commit an abuse of Student Judicial Affairs process.
12. Acts of dishonesty: (See Academic Honesty and Integrity Policy No. 3357:15-13-26.) Including but not limited to the following:
 - (a) Cheating, Plagiarism, or other forms of academic dishonesty.

- (b) Resubmitting a portion of one's own prior work unless explicitly permitted to do so by the instructor in the current course.
 - (a) Furnishing false information to any College official, faculty member, or office.
 - (b) Forgery, alteration, or misuse of any College document, record, or instrument of identification.
13. Recording Privacy: (See Electronic Devices in the Classroom Policy No. 3357:15-13-37.)
Any use of electronic or other devices to make an audio, photographic, or video record of any person without the person's consent, when such a recording is likely to cause injury, distress, or damaging reputation. This includes, but is not limited to, taking video or pictures of another person in a restroom, hallway, or classroom. The storing, sharing, and/or distributing of such unauthorized records by any means is also prohibited.
14. Theft: using, taking, and/or possessing property or services that are knowingly not one's own and/or without permission of the owner.
15. Weapons: (See Concealed Weapons Policy No. 3357: 15-14-17.)
Illegal or unauthorized possession, use, or distribution of firearms, explosives, other weapons, or dangerous chemical or other materials on College premises or use of any such item, even if legally possessed, in a manner that harms or threatens others.
16. Hazing: doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, that endangers the mental or physical health or safety of a student. Such acts are defined as those which endanger the mental or physical safety as a condition of admission into, affiliation with, or continued membership in a group or organization.
17. Gambling: gambling or betting for money or other possessions on College property or in any College operated or managed facility.
18. Relationships with Stark State College employees (See Consensual Relationships Policy No. 3357:15-14-31.):
- (a) Personal relationships, including romantic and/or sexual relationships between a student and an employee who is in a position to exercise direct power or authority over that student or makes academic decisions affecting the student, are prohibited, even when consensual. The student is encouraged to disclose a relationship with an employee to the Title IX Coordinator.
 - (b) Personal relationships, including romantic and/or sexual relationships between a student and an employee who is not in a position to exercise direct power or authority over that student, may also be inappropriate.
19. Ethnic Intimidation: violation of section 2903.21 aggravated

menacing, 2903.22 menacing, 2909.06 criminal damaging or endangering, or 2909.07 criminal mischief or division (A)(3), (4), or (5) of section 2917.21 telecommunications harassment of the Ohio Revised Code by reason of the race, color, religion, or national origin of another person or group of persons. According to the Ohio Revised Code, "ethnic intimidation" is defined as committing a crime against another person specifically "by reason of the race, color, religion, or national origin of another person or group of persons," and is considered an offense one degree higher than the underlying crime that was committed with the motivation of ethnic bias.

20. Confidential College Data and Information: entering, pasting, uploading, or otherwise submitting confidential, protected, and personally identifiable student and employee data and information into externally controlled data processing, transformation, conversion, or similar systems, including generative AI systems such as ChatGPT.

STUDENT CODE OF CONDUCT COMPLAINT PROCESS:

1. Any member of the College community may file charges against any student who is believed to be in violation of the Student Code of Conduct. Charges must be prepared in writing by submitting a Student Referral/Person of Concern form to a Judicial Affairs Coordinator either in person, electronically, or via campus mail. Security should be contacted immediately either in person or by phone if there is an act of violence or a physical threat to a person's safety. Anyone who believes that an employee, student, or non-employee's behavior constitutes harassment (for Title IX matters) has a responsibility to report the behavior/action to the Title IX Coordinator in accordance with the Sexual Misconduct Policy (see Policy No. 3357:15-14-15). Any student who believes that an employee, student, or non-employee's behavior constitutes discrimination has a responsibility to report the behavior/action to the Dean of Learning and Engagement in accordance with the Student Complaint Policy (see Policy No. 3357:15-19-08).
2. Student Referral/Person of Concern forms must be submitted as soon as practicable following the alleged violation, but no later than fifteen (15) calendar days, excluding holidays and emergency closings, after the incident occurs, except where longer timeframes are required by law or after such violation becomes known to the complainant.
3. Upon receipt of the Student Referral/Person of Concern form, a Judicial Affairs Coordinator/security officer will determine if the allegations contained in the Student Referral/Person of Concern form are within parameters of the administration of the Student Code of Conduct. A Judicial Affairs Coordinator/security officer will conduct an initial

investigation within 48 hours to determine if the charges have potential merit and/or if they can be disposed of administratively by mutual consent of the parties.

4. The Judicial Affairs Coordinator/security officer shall present all charges in written format to the accused student.
5. A time shall be established to discuss the charge during a conduct meeting with the assigned Judicial Affairs Coordinator/security officer no more than ten (10) calendar days, excluding holidays and emergency closings, after the Accused Student has been notified of the charge(s). The Student Judicial Officer/security officer will meet with each student one at a time, starting with the complainant and followed by the respondent. The Judicial Affairs Coordinator/security officer may also meet with other witnesses as the person sees fit.
6. After a Student Referral/Person of Concern form has been filed and the initial investigation completed, the Judicial Affairs Coordinator may impose an Interim Suspension, but only if the Judicial Affairs Coordinator determines the suspension to be appropriate to:
 - (a) Protect the safety and well-being of members of the College community or to protect College property.
 - (b) Protect the Complainant and/or Accused Student's own physical or emotional safety and well-being.
 - (c) Prevent or deter disruption of, or interference with, the normal operations of the College.
7. During the Interim Suspension, an Accused Student may be denied access to all or part of the College (including classes) and/or all other College activities or privileges for which the Accused Student might otherwise be eligible, and be deemed Persona Non-Grata, as the Judicial Affairs Coordinator may determine.
8. The Interim Suspension does not replace the Student Judicial System process. The Accused Student will be notified in writing of the Interim Suspension and the reasons for the Interim Suspension.
9. Conduct Meeting(s) regarding charges to the Accused Student includes but is not limited to fact finding and investigation of the conduct issue, which can occur in one meeting or over the course of multiple meetings. Upon the conclusion of the Conduct Meeting(s), the Judicial Affairs Coordinator will issue the formal decision to the student in the Decision Letter.
10. The Accused Student has the right to appeal an adverse decision rendered by the Judicial Affairs Coordinator within 15 calendar days, excluding holidays and emergency closings.
11. Stark State College has a legal requirement to report crimes or suspected crimes to law enforcement as defined in Chapter 2921 of the Ohio Revised Code as well as other reporting requirements established by law or policy.

Disciplinary Actions:

If a student should be found in violation of the Student Code of Conduct, the following sanctions may be imposed:

1. Oral reprimand
2. Formal written reprimand
3. Administrative probation
4. A definite period of suspension
5. Expulsion
6. Educational workshop
7. Counseling referral
8. Community service

Monetary fines also may be levied on students to cover the cost of labor, materials, and time to repair damaged items.

APPEAL PROCEDURE:

1. Accused Students who wish to appeal the conduct decision/sanction(s) must begin the formal process within 15 calendar days, excluding holidays and emergency closings, from the date the decision was rendered. Additionally, this entire process of appealing a conduct decision/sanction(s) is intended to proceed expediently and be completed within 30 calendar days, excluding holidays and emergency closings, from the date the decision/sanction was rendered.
2. The student may take the student code of conduct appeal to the final stage by appealing in writing to the Provost and Chief Academic Officer for a hearing with the Code of Conduct Appeal Committee. The Provost appoints the ad-hoc committee. The committee shall consist of three faculty or staff members and two students. The committee members shall not be from the division in which the incident occurred or in which the student's major is located. One of the faculty or staff members shall serve as the chair of the ad-hoc committee as designated by the Provost and Chief Academic Officer.
3. The final appeal is a presentation before the Code of Conduct Appeal Committee. All parties involved will have the opportunity to call witnesses and introduce relevant documentation. A written record of the hearing will be prepared by the chair of the committee. The purpose of the appeal is to determine whether the conduct decision/sanction(s) was determined fairly in light of the charge and information presented, and in conformity with prescribed procedures. Any inquiry into fairness shall consider, at a minimum:
 - (a) Whether the Accused Student had a reasonable opportunity to prepare and to present a response to the charge. Deviations from prescribed procedures will not be a basis for sustaining an appeal unless such deviations might reasonably have led to a different decision and/or different sanctions than imposed.

- (b) Whether there were facts presented that, if believed by the Student Judicial Affairs Officer, were sufficient to establish that a violation of the Student Code of Conduct occurred.
 - (c) Whether the decision/sanction(s) imposed were appropriate for the violation of the Student Code of Conduct, which the Accused Student was found to have committed.
4. Within 10 calendar days, excluding holidays and emergency closings, after the hearing, a record of the Code of Conduct Appeal Committee hearing and the Committee's recommendation will be forwarded to the Provost and Chief Academic Officer by the Chair of the Committee for consideration and review. Within 10 calendar days, excluding holidays and emergency closings, of receiving the findings and recommendations, the Provost and Chief Academic Officer will review the results of the proceedings and notify the grievant, respondent (if any), and Code of Conduct Appeal Committee members in writing of their decision to accept, reject, or modify the hearing committee's findings and recommendations. The decision of the Provost and Chief Academic Officer will be final and binding upon all parties.

DEFINITIONS:

These definitions apply to the Student Code of Conduct and the Disciplinary Action system.

1. Accused Student: a student who has been accused, in an incident report, of violating college rules, regulations, or policies.
2. Administrative hold: a hold placed on a student's account.
3. Advisor: anyone assisting or supporting a student during their involvement in a student conduct proceeding, including but not limited to, an attorney, parent(s), guardian, social worker, student advocate, professor, acquaintance, or friend.
4. Appeal: the method by which due process or a decision can be challenged.
5. Appellant: a student who appeals the decision.
6. Calendar day: a day that falls on or between Sunday through Saturday, excluding holidays and emergency closings.
7. Charge: formal accusation of specific violation(s) of the Student Code of Conduct.
8. Clear and Convincing Evidence: concluding that a fact is highly probably to be true.
9. College's Policies and Procedures Manual: manual setting forth students' responsibilities and privileges.
10. College premises: includes all land, buildings, facilities, and other properties in the possession of or owned, used, or controlled by the College (including adjacent street and sidewalks).

11. Community Service Project: community-related project or activity developed by Judicial Affairs Coordinator with input from affected student where practical.
12. Complaint: violation of college rules, regulations, or policies.
13. Complainant: person providing information in an incident report alleging that a student or student organization violated college rules, regulations, or policies.
14. Conduct Code: document that contains and explains college rules, regulations, policies, and procedures for addressing student and student organization behavior.
15. Conduct Meeting: presentation of charges, fact finding, and investigation of alleged conduct incident by the Judicial Affairs Coordinator or College official.
16. Community Support Referral: referral to community resources by the Judicial Affairs Coordinator.
17. Decision Letter: final written decision issued by the Judicial Affairs Coordinator.
18. Disruption: behavior that materially and substantially interferes with any academic or administrative activity on campus. Ordinarily, such behavior actively hampers the ability of the other students to learn and of instructors to teach. Extreme forms of this behavior may even threaten the physical safety of students and staff.
19. Educational Support Services: services or activities offered by student services and/or academic services designed to support a student's academic performance.
20. Expulsion: Student will be expelled from the College and any College related organizations based on date of incident.
21. Formal written reprimand: written documentation to the student from the Judicial Affairs Coordinator or College official cautioning the student about their misconduct.
22. Member of the College Community: any student, visitor, faculty member, College official, or any other person employed by the College. A person's status in a particular situation shall be determined by the Judicial Affairs Coordinator, Dean of Learning and Engagement, or Title IX Coordinator (for Title IX matters).
23. Misconduct: unacceptable inappropriate behavior as outlined in the Student Code of Conduct.
24. Persona Non Grata: a person or student organization who has been deemed detrimental to the College community and thus no longer permitted to frequent or be present in any or specified college locations.
25. Registered Student Organization: an organization that has complied with the formal requirements for College recognition.
26. Preponderance of the Evidence: concluding that a fact is more likely that not to be true.

- 27. SSC: refers to Stark State College.
- 28. Student: includes all persons taking courses from Stark State College.
- 29. Student Referral/ Person of Concern: written or electronic report provided from a Complainant to the Judicial Affairs Coordinator or Title IX Coordinator (for Title IX matters).
- 30. Suspension: can include definite and/or expulsion.

STARK STATE COLLEGE
POLICY AND PROCEDURES MANUAL

SUICIDE PREVENTION
Policy No. 3357:15-19-12
Page 1 of 2

Effective: 06/03/2019
Revised: 06/05/2023

POLICY:

Stark State College supports its students, faculty, and staff in suicide awareness and prevention in an effort to maintain the safety and well-being of our campus community. SSC is committed to providing access, prevention, support, intervention, and postvention to students, faculty, and staff at a risk for suicide, and for those members of the campus community impacted by suicide. The College has adopted this policy in compliance with Ohio Revised Code Section 3345.37.

PROCEDURE:

- A. The College will provide access to suicide prevention information and resources to the campus community. In addition, the College has developed and implemented communication and outreach plans as follows:
 - 1. Crisis intervention access, including information on national, state, and local suicide prevention hotlines are available across campus and through the SSC website;
 - 2. Mental health program access, including information on the availability of local mental health clinics, counseling referral services available across campus, through the SSC website, Counseling Support Services, and referral to partner organizations in Stark, Summit, and surrounding counties;
 - 3. Multimedia application access, including crisis hotline contact information, suicide warning signs, resources offered, and free of cost applications;
 - 4. Student communication plans, including outreach plans regarding educational and outreach activities on suicide prevention; and
 - 5. Postvention plans, including a strategic plan, to communicate effectively with students, staff, and parents after the loss of a person to suicide (“postvention”).
- B. All incoming students are provided with:
 - 1. Information about mental health topics, including depression and suicide prevention resources available to them; and
 - 2. Information about referrals for mental health services and other support services, including student-run organizations for individuals at risk of or affected by suicide.
- C. The following information is posted on the College website:
 - 1. Crisis intervention access
 - 2. Mental health program access
 - 3. Multimedia application access
 - 4. Student communication access
- D. All employees are provided with information regarding our Employee Assistance Program (EAP). Employees may access the EAP by phone or online. Our EAP provides:
 - 1. Onsite Critical Incident Response Services for Faculty and Staff.

2. Unlimited confidential access to 24/7/365 professional support for faculty, staff, and their eligible family members.
3. Face to Face Counseling – access to a confidential counseling services with a local mental health provider for faculty, staff, and their eligible family/household members, dependents living away from home, and parents/parents-in-law.
4. EAP Website Resources
 - a. Depression and Suicide Prevention Center
 - i. Materials on Depression and other mental health disorders
 - ii. Depression Assessment
 - iii. Suicide Awareness Information
 - iv. On-line Mental Health Assessment
 - v. Tools for Managers on Preventing Suicide in the Workplace
5. Information from county mental health boards that provide resources and information on different mental health disorders.

**STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL**

ANTI-HAZING POLICY

Effective: 06/06/2022

Policy No.: 3357:15-19-13

Page 1 of 4

POLICY:

Stark State College strictly prohibits hazing in any form as prescribed in Ohio Revised Code Section 2903.31 and Public Law No. 118-173 and will investigate and respond to all reports of hazing as outlined in this policy.

- (A) This policy applies to Stark State College students, student organizations, student groups, and employees. This policy also applies to volunteers acting in an official capacity that advise or coach student organizations and/or student groups who have direct contact with students. Stark State College has jurisdiction under this policy whether the conduct occurs on or off campus. Violations may also be subject to civil and criminal penalties under Ohio law.

This Anti-Hazing policy applies to conduct that occurs on or off-campus, between two or more people who are affiliated with the College, or any student or other organization associated with the College.

- (B) Public Law No. 118-173 defines hazing as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:
1. is committed in the course of an initiation, into an affiliation with, or the maintenance of membership in, a student organization; and
 2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury.
- (C) Hazing means doing any of the following: pressuring, causing, forcing, soliciting, or coercing any person to do any of the following for the purpose of initiative, admitting, or affiliating an individual into or with a student group or student organization; continuing or enhancing an individual's membership or status in a student group or student organization; or perpetuating or furthering a tradition or ritual of a student group or student organization. Specific examples include:
1. Engaging in any conduct prohibited by local, state, or federal law regardless of whether an arrest is made or criminal charges are brought;
 2. Taking into their body any food, liquid (including alcohol), drug, or other substance that subjects the person to a substantial risk of mental or physical harm;
 3. Causing or creating a substantial risk of causing mental or physical harm to another and/or engage in any act or omission that contributes to the death of another;
 4. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body or similar activity;
 5. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar

- activity;
 - 6. Causing, coercing, or otherwise inducing another person to perform sexual acts;
 - 7. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - 8. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, or federal law.
- (D) The implied or expressed consent of a student to hazing is not a defense to a Student Code of Conduct violation. Furthermore, retaliation against any person who reports hazing or who participates in a hazing investigation pursuant to this policy is in violation of the Student Code of Conduct and is subject to disciplinary action.

PROCEDURE

- (A) Reporting an incident: Stark State College depends on community members to identify and report hazing behaviors so that the College can provide distressed students and employees with appropriate support services and resources.
- (B) Immediately upon learning of potential hazing, any employee with a duty to report violations of this policy who received a complaint of hazing or who observes or learns of conduct that is reasonably believed to be in violation is required to report the alleged conduct to the Stark State College Campus Security Department and/or judicial officer. Employees with a duty to report violations of this policy include faculty, administrators, and staff. Student employees have a duty to report violations of this policy of which they become aware in the course of their duties when these duties include responsibility for the safety and well-being of the other members of the campus community or if they have supervisory, evaluative, grading, or advisory responsibility over the members of the campus community. In addition to the duty to report hazing, as identified in the prior paragraphs, in some circumstances there is also a duty to report allegations of criminal conduct to law enforcement. Incidents may be reported at the following address: <https://www.starkstate.edu/counseling-support-services/student-referral-form/>. This link includes an anonymous reporting option for non-mandatory reporters. Reports may also be filed with the Security Office.
- (C) Stark State College is committed to reviewing all reports of hazing. Anonymous reports are accepted; however, the College's ability to obtain additional information may be compromised and the ability to investigate anonymous reports may be limited.
- (D) Reports of Hazing shall be investigated by the Campus Security Department and when appropriate, the investigation shall be in coordination with other college offices, departments, and law enforcement. Other college offices may handle certain aspects of the College's response as necessary or as coordinated with Student Judicial Officer/Campus Security. Campus Security shall take into consideration any medical

needs and protective measures for any victim(s) or witnesses of a hazing event. The Stark State College judicial officer will assess the need for interim measures such as the suspension of a student(s). Human Resources will investigate employee involvement in reports of hazing. Every effort will be taken to complete the investigation in a timely manner. The hazing allegation will be investigated and resolved in keeping with the Student Code of Conduct policy and procedure for students (Policy No.: 3357-15-19-10) and the Code of Ethics and Professional Behavior policy and procedure for employees (Policy No.: 3357:15-14-27). Should the investigation result in a formal charge against an organization, the national or oversight organization, if any, shall be notified by the Provost and Chief Academic Officer.

Criminal investigations resulting from a report to law enforcement will be conducted by the appropriate law enforcement agency with Campus Security coordinating with law enforcement to conduct a concurrent investigation when practical. Campus Security may also consult with law enforcement considering the severity of the allegation, resulting injury, or other considerations such as jurisdictional matters or the location of the incident, and request law enforcement investigation of the incident.

Regardless of the outcome of a criminal investigation by law enforcement, Stark State College may charge an individual or a group with a violation of this Anti-Hazing policy via the Student Code of Conduct policy and procedure. Sanctions applied to organizations and/or individuals will be imposed in accordance with the severity of the violation and will be determined by the Provost and Chief Academic Officer.

Regardless of the outcome of a criminal investigation by law enforcement, Stark State College may discipline employees according to the Code of Ethics and Professional Behavior policy and procedure or any other policies and procedures that may apply.

- (E) In addition, other educational activities may be required as conditions of the sanction. An individual, organization, or group may be subject to other outcomes in accordance with the applicable outside constituents or group in which the student is involved or their governing bodies. The College has the right to act regardless of the actions of outside groups, governing bodies, or law enforcement investigations.

The College will maintain a report of all violations of this policy that are reported to the College and which result in a charge of violation of this policy. These records are included in the Stark State College Campus Security Department's Clery Act Public Crime Log and Annual Crime Report and may be accessed at: <https://www.starkstate.edu/about/security/crime-statistics/>. The College will update the report bi-annually on January 1 and August 1 of each year and will post the updated report on the College's website.

- (F) All reports may be accessed through a public records request via the Stark State College Campus Security Department. In addition, hazing incidents are reported to the Stark State College Security Log report as updated on the College website. Each public request is evaluated based on removing non-public information. The report is

subject to a public records request, but personal or non-public record information may be redacted as deemed appropriate by the College.

- (G) Stark State College shall provide annually at least one program on hazing prevention education to all new students. This training shall be provided through the new student orientation program and the Assistant Director of Admissions will maintain a record of individuals who have completed the program. Stark State College shall provide annually at least one program on hazing prevention education for all student clubs and organizations. The Director of Student Leadership and Engagement will maintain a record of individuals who have completed the program. The education programs noted above may be provided in person, electronically, or both.

Failure to complete the training will result in the student being denied the ability to join any recognized student organization or group. If a student is unsure if they have completed the required program, they should contact a club advisor to verify their eligibility to join a student organization or group.

- (H) Related Policies:
Code of Ethics and Professional Behavior Policy No.: 3357:15-14-27 and
Student Code of Conduct Policy No.: 3357:15-19-10.

These policies are found in the Stark State College Policies and Procedure Manual via the mySSC portal at <https://myssc.starkstate.edu/pages/policies-and-procedures>.