

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TABLE OF CONTENTS – PERSONNEL

Policy No.: 3357:15-14-00

Revised: 07/01/2014

Revised: 06/06/2016

Revised: 05/17/2017

Revised: 06/04/2018

Revised: 06/03/2019

Revised: 05/29/2020

Revised: 06/05/2023

Revised: 06/03/2024

Revised: 10/24/2024

Revised: 06/01/2026

14-01 **Employee Classification System**

Administrative and Professional

Instructional

Technical/Paraprofessional

Office and Clerical

Service and Maintenance

14-02 **Recruitment and Selection**

All Appointments

Additional Requirements of Instructional Faculty

Employment of Relatives

14-03 **Contracts and Records**

Salaried Personnel

Hourly Personnel

Personnel Records

14-04 **Employee Responsibilities and Duties**

Position Descriptions and Duties

Work Hours

Call-Off Procedure for Unplanned Leave

Scheduling Guidelines for Full-time Faculty, Coordinators and Department Chairs

Workload for Full-time Faculty Scheduling Guidelines for Full-time Faculty and Department Chairs

14-05 **Faculty Rank and Promotion**

Promotion Referral Document

Rank and Promotion

Exceptional Promotions

14-06 **Evaluation of Personnel**

Administrative and Professional

Full-time Faculty and Department Chairs

Technical/Paraprofessional

Office, Maintenance, and Service

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TABLE OF CONTENTS – PERSONNEL

Policy No.: 3357:15-14-00

Revised: 07/01/2014
Revised: 06/06/2016
Revised: 05/17/2017
Revised: 06/04/2018
Revised: 06/03/2019
Revised: 05/29/2020
Revised: 06/05/2023
Revised: 06/03/2024
Revised: 10/24/2024
Revised: 06/01/2026

14-07	Grievance Procedure Informal Resolution Procedure Formal Grievance Procedure for Complaints Not Concerning Discrimination Formal Grievance Procedure for Complaints Concerning Discrimination
14-08	Compensation and Related Benefits Salaries Retirement Tax Sheltered Annuities (403b & 457 plan) Insurance Call-Back Pay Policy
14-09	Instructional Fees as an Employee Benefit Full-Time Employees Dependents of Full-Time Employees Part-Time Employees Dependents of Part-Time Employees
14-10	Travel and Business Entertainment Expense Authorization for Travel Meals, Lodging and Incidentals for In-State Travel Meals, Lodging and Incidentals for Out-of-State Travel Conferences and Special Meals Type of Transportation Reimbursement Frequent Flyer and Other Affinity Benefits
14-11	Affirmative Action
14-12	Drug and Alcohol Abuse and Drug-Free Campus & Workplace Act Compliance Health Risks Resources for Students and Employees Definitions Drug-Free and Alcohol Awareness Program Good Faith Effort

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TABLE OF CONTENTS – PERSONNEL

Policy No.: 3357:15-14-00

Revised: 07/01/2014

Revised: 06/06/2016

Revised: 05/17/2017

Revised: 06/04/2018

Revised: 06/03/2019

Revised: 05/29/2020

Revised: 06/05/2023

Revised: 06/03/2024

Revised: 10/24/2024

Revised: 06/01/2026

14-13 **Discrimination and Anti-Harassment**

Definitions

Complaint Procedure

Confidentiality

Retaliation

Penalties for Harassment or Retaliation

Right to Complain to Government Agencies

14-14 **Grant Project Director/Investigator Conflict of Interest**

14-15 **Sexual Misconduct and Title IX**

14-16 **Bloodborne Pathogens**

Occupational Exposure Control Plan

Waste Disposal Plan

Training Plan

Post-Exposure Plan

Definitions

14-17 **Concealed Weapons**

14-18 **Corrective Action and Discipline**

Basis for the Discipline Procedure System

Supervisory Conference

Formal Discipline System

14-19 **Pay During Emergency School Closing**

14-20 **Property Use**

Use of College Equipment

Cellular Telephones

Computer and Network Recourses

Vehicles

Office and Classroom Furniture

Copiers/Facsimile Machines

Other Equipment

14-21 **Initial Employment**

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TABLE OF CONTENTS – PERSONNEL

Policy No.: 3357:15-14-00

Revised: 07/01/2014

Revised: 06/06/2016

Revised: 05/17/2017

Revised: 06/04/2018

Revised: 06/03/2019

Revised: 05/29/2020

Revised: 06/05/2023

Revised: 06/03/2024

Revised: 10/24/2024

Revised: 06/01/2026

14-22 **Personal Property**

14-23 **Equal Employment Opportunity**

14-24 **Family and Medical Leave**

Eligibility

FML Qualifying Events

Amount of Leave

Employee Status and Benefits during Leave

Employee Status after Leave

Disability Leave/Workers' Compensation

Intermittent Leave or a Reduced Work Schedule

Certification of a Qualifying Event

Definitions

14-25 **Whistleblower**

14-26 **Conflict of Interest/Commitment for Outside Activities**

14-27 **Code of Ethics and Professional Behavior**

Employee Expectations of Professional Behavior and Ethics

Compliance

14-28 **Recordings**

14-29 **Mentoring**

14-30 **New Employee Orientation**

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TABLE OF CONTENTS – PERSONNEL

Policy No.: 3357:15-14-00

Revised: 07/01/2014
Revised: 06/06/2016
Revised: 05/17/2017
Revised: 06/04/2018
Revised: 06/03/2019
Revised: 05/29/2020
Revised: 06/05/2023
Revised: 06/03/2024
Revised: 10/24/2024
Revised: 06/01/2026

14-31	Consensual Relationships Relationships with Colleague(s) Relationships between Supervisor and Supervisees Relationships with Student(s) Investigations Confidentiality Non-Retaliation Policy Violation
14-32	Leave and Time Off Vacation Holidays Personal Leave Sick Leave/Bereavement Leave of Absence Without Pay Rest Periods
14-33	Tuition Assistance
14-34	Reasonable Accommodations (ADA) Policy
14-35	Minors on Campus Policy Scope Definitions Prohibited Activity Implementation Violations
14-36	Cell Phone, Data and Text Allowance
14-37 ...	Racial, Religious and Ethnic Harassment and Ethnic Intimidation (CAMPUS Act) Training Prohibition Against Retaliation for Harassment CAMPUS Act Definitions Employee Complaint Procedure

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

EMPLOYEE CLASSIFICATION SYSTEM

Policy No. 3357:15-14-01

Page 1 of 1

Effective: 10/15/2009

Revised: 02/22/2015

POLICY:

The five occupational categories of Stark State College employees conform to the wage and hour provisions of the Fair Labor Standards Act and the applicable provisions of the Ohio Revised code. It may be possible for an employee to hold more than one position or appointment and thus be assigned to more than one occupational category.

- (A) Administrative and Professional. This category consists of two major divisions.
 - (1) Administrative: those positions where the primary responsibilities include planning, organizing, controlling and supervising an instructional or operational area within the College.
 - (2) Professional: those positions where the primary responsibilities require the performance of varied intellectual work and a functional knowledge of advanced theoretical principles and practices in a specific professional area other than instruction.
- (B) Instructional. This category comprises those positions where the primary responsibility is instructing students. This includes such activities as classroom and laboratory instruction, individual student performance and field-experience supervision, and student advising.
- (C) Technical/Paraprofessional. This category includes those positions other than instruction, serving a support role where primary responsibilities include the solving of practical problems encountered in broad fields of specialization and require the use of theoretical or scientific knowledge and manual skills acquired through on-the-job or formal training.
- (D) Office and Clerical. This category covers positions where the primary responsibilities require the preparing, transcribing, transferring, systematizing, or preserving of written communications and records, and the operating of various office machines.
- (E) Service and Maintenance. This category covers service and maintenance positions which require specialized training in trades, crafts, and manual skills. This category also includes semi-skilled and unskilled positions which require the performance of physical effort and/or the manual skills normally learned through on-the-job or apprenticeship training.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

RECRUITMENT AND SELECTION

Policy No. 3357:15-14-02

Page 1 of 3

Effective: 10/15/2009

Revised: 03/27/2015

Revised: 06/04/2018

Revised: 06/05/2023

Revised: 02/20/2025

POLICY:

Stark State College is committed to employing the best-qualified candidates for approved College positions while engaging in recruitment and selection practices that are in compliance with all applicable federal and state regulations regarding matters of employment.

PROCEDURE:

(A) All Appointments

- (1) The responsibility for recruiting and screening all positions shall rest with the human resources department, hiring manager, and the chief administrator of the division. The chief administrator of the division shall submit a recommendation to the President, who is empowered to make the appointment.
- (2) To be eligible for appointment, a candidate for employment shall satisfy the following minimum requirements:
 - (a) Submit the requested application materials for consideration for all advertised and/or posted positions.
 - (b) Provide an official transcript of credits of college work if requested.
 - (c) Submit the Stark State College Employment Application including signature verification and meet the minimum qualifications listed in the position description.
 - (d) Complete all pre-employment requirements such as background check, drug screen, skill assessments, etc.
 - (e) Meet all the requirements provided in the position description.
 - (f) When necessary, additional assessments shall be added in order to determine eligibility for specific positions.
- (3) All appointments made by the President shall be subject to confirmation by the Board of Trustees at its next regular meeting.

- (B) The responsibility for the President's selection and appointment shall rest with the Board of Trustees.
- (C) The responsibility for the selection and appointment of the chief administrators of the organizational divisions of the College shall rest with the President.
- (D) Additional Requirements of Instructional Faculty
 - (1) Credentials for applicants shall be forwarded to the Provost with the approval of the appropriate dean.
 - (2) Faculty members selected for instructional assignments primarily in the technical/professional areas shall evidence competency based on the requirements of the appropriate accrediting bodies. Ohio Department of Higher Education and Higher Learning Commission credential requirements must also be followed.
 - (3) Faculty members selected for assignments primarily for instructing in the general education curriculum should generally possess a master's degree in the subject matter discipline in compliance with Ohio Department of Higher Education and Higher Learning Commission credential requirements.
 - (4) Individuals with hiring responsibility at the division or department level should hold a master's degree plus appropriate experience or hold a baccalaureate degree with other advanced preparation plus appropriate experience unless otherwise approved by the Provost.
- (E) Members of Technical/paraprofessional staff should evidence competency through formal education and/or practical experience in the appropriate specialization as demonstrated by formal education and full-time employment in the career area or a related field.
- (F) Employment of Relatives
 - (1) For purposes of this policy, family member is defined as a spouse, parent, child, individual for whom a faculty or staff member has been assigned legal responsibility in a guardianship capacity, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, and in-laws, regardless of where they live. A family member also includes any other person related by blood or by marriage and living in the same household.
 - (2) The employment of family member(s) is permissible at the College, subject to compliance with college rules, applicable laws, review of appointments (as defined above), and resolution of personnel conflicts.

- (3) No individual shall be employed in a department or unit under the supervision of a family member who has a direct effect on the individual's process, performance, or welfare.
- (4) No individual shall initiate or participate in personnel decisions involving any direct benefit to an individual employee who is a family member.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

CONTRACTS AND RECORDS

Policy No. 3357:15-14-03

Page 1 of 5

Effective: 10/15/2009

Revised: 05/15/2013

Revised: 03/27/2015

Revised: 06/05/2017

Revised: 06/02/2025

POLICY:

The College uses an employment contract for each salaried employee in the administrative and professional, instructional, and technical/paraprofessional categories. The College maintains accurate and relevant personnel and payroll files. Federal and state laws require that certain information be gathered and maintained in personnel and payroll files. Many of these records are available to the public upon request (ORC Law Section 149.43).

PROCEDURE:

(A) Salaried Personnel

- (1) A standard contract form adopted by the Board of Trustees shall be completed annually for each salaried employee in the administrative and professional, instructional, and technical/paraprofessional categories.
 - (a) The standard instructional contract shall be 180 days.
 - (b) Employees in the Technical/Paraprofessional classification will be issued annual contracts under the following schedule.

Years of Service at SSC	Annual Contract
1-5	250 Day
6-12	245 Day
13-19	240 Day
20+	235 Day

- (c) Employees in the Administrative and Professional classifications will be issued annual contracts whose terms of duty exceed 180 days. Contracts issued during the fiscal year will have a pro-rated salary and non-contract days. Employees in the Administrative and Professional classification whose term of duty exceeds 240 days will have their non-contract days increased by five (5) days once the employee reaches thirteen (13) years of service and increased an additional five (5) days

once the employee reaches twenty (20) years of service.

- (d) The Human Resources Office will establish a calendar each year indicating the days of duty for holders of the various length contracts.
 - (e) Holders of contracts whose terms of duty exceed 180 days shall work out mutually acceptable schedules of on-duty days with their immediate supervisors and shall request off-duty days by completing a Leave and Time Off Request Form in mySSC.
 - (f) In the event that an employee voluntarily elects to work more than the required number of days in his contract, the Board of Trustees reserves the right, under special circumstances, to grant any part or all of the additional time worked as accrued leave, either in subsequent contract or upon final termination.
- (2) Other than in exceptional cases, as mentioned in paragraphs 8 and 9 of this rule, notice of non-reappointment may be given by the College in writing to an employee no later than April 5 unless a multi-year contract is in effect, in which case notice of non-reappointment must be given one year prior to the expiration of the contract.
 - (3) Subject to adequate appropriations by the Ohio Legislature, the College shall annually give written notice to the employee of their salary for the forthcoming year. For employees under contract, tender of the standard contract shall constitute written notice.
 - (4) The employee's electronic signature on their contract serves as acceptance of the salary and/or continued appointment on the wage statement provided within 15 calendar days after receipt of the contract.
 - (5) Failure to electronically sign the contract within 15 days of issuance voids the contract and constitutes voluntary resignation barring extenuating circumstances with approval by the President.

- (6) Salary will be paid via direct deposit in approximately equal installments on a biweekly basis, but only after services have been rendered, less any legally authorized deductions.
- (7) Employment contracts are predicated upon representations regarding education, experience, qualifications, and background which, if subsequently proven to be inaccurate, shall cause the contract to be voidable at the discretion of the Board of Trustees.
- (8) Employment contracts are conditioned upon compliance with all rules and regulations, and policies and procedures as set forth by Stark State College. Violation of such rules and regulations, or policies and procedures, or of any of the terms of this agreement shall cause this contract to be voidable at the discretion of the President and subject to ratification by the Board of Trustees. Any such action by the President to void a contract shall be effective upon the President's notice to the employee. The Board of Trustees shall take a ratification vote of the President's action at the earliest time practicable following the President's action.
- (9) Upon completion of three years of full-time service with the College, an exempt salaried employee may be recommended for a three-year appointment, renewable each year, as provided in Evaluation of Personnel rule 3357:15-14-06 of the Administrative Code. Full-time contract status for three years is required for three-year appointment.

(B) Hourly Personnel

- (1) All employees paid on an hourly basis, including office and clerical, service and maintenance, and part-time instructional personnel, shall complete a time sheet biweekly showing days and hours worked during the pay period.
- (2) All hourly employees shall be paid on a biweekly basis, but only after services have been rendered, less any legally authorized deductions.
- (3) Contracts will not be issued to hourly employees.

(C) Personnel Records

- (1) The Office of Human Resources shall maintain and be responsible for the personnel files for the employees of the College.
- (2) The following records shall be maintained for all personnel.
 - (a) Employment Application (if applicable)
 - (b) Resume
 - (c) Letters of Recommendation if supplied and/or requested
 - (d) Payroll Information Form(s)
 - (e) Appropriate medical documents if required and/or requested
 - (f) Requests for Family Medical Leave
 - (g) Transcripts and/or educational records illustrating that the employee has the credential that the College required for the position; professional certification if appropriate
 - (h) Conflict of Interest form
 - (i) Insurance application forms or waiver of same
 - (j) Tuition reimbursement and supporting documentation
 - (k) Discipline administered
 - (l) Performance Evaluations
 - (m) Upon separation, Letters of Resignation or notice of non-reappointment.

- (3) Payroll in the Business Office shall maintain and be responsible for the payroll files for the employees of the College.
 - (a) Retirement System Forms
 - (b) Contracts and/or time sheets
 - (c) Sick leave, personal leave, and vacation records
 - (d) Forms authorizing payroll deductions
 - (e) Employment history of Stark State College, including summary of salaries and wages advancement and promotion
 - (f) W-4s, state withholding forms, garnishments, pay information, wage deduction and acknowledgements

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

EMPLOYEE RESPONSIBILITIES AND DUTIES

Policy No. 3357:15-14-04

Page 1 of 10

Effective: 10/15/2009

Revised: 07/21/2014

Revised: 02/22/2015

Revised: 06/05/2017

Revised: 06/05/2023

Revised: 06/02/2025

Revised: 12/15/2025

POLICY:

In order to maintain a productive, service-oriented environment within the college community, all employees are expected to meet established standards of performance and conduct. It is expected that all employees will accept appropriate responsibility assigned to them and cooperate through the timely completion of assigned work or duties as outlined within the applicable job description.

Supervisors have the right to direct, oversee, and evaluate employees in support of effective and efficient department/office/division operations. Actions that constitute breaches or flagrant violations of the standards defined in the Stark State College Policies and Procedures Manual may result in disciplinary action and/or termination of employment.

PROCEDURE:

(A) Position Descriptions and Duties

- (1) Position descriptions define the specific duties and responsibilities for positions in all occupational categories. All employees are expected to fulfill the responsibilities defined in their position descriptions.

Position descriptions are maintained electronically within the Human Resources talent management system and are accessible to current employees and applicants. Organizational charts are updated annually and are made available on the College portal.

- (2) To promote safety and security, mitigate potential risks, and maintain the integrity of the college, we require employees to self-disclose any arrests and convictions (outside of minor misdemeanor traffic citations) during their employment to the Vice President of Human Resources or their applicable executive council member. This must be done no later than five calendar days after the arrest or conviction so the College can conduct an independent review of their continued suitability for employment.

Disclosing an arrest or conviction does not automatically impact an employee's eligibility for employment with the College. Continued employment depends on a variety of factors such as violations of College policy; the employee's

past disciplinary record; and the nature and gravity of, and circumstances surrounding, the arrest or conviction, including the employee's truthfulness and completeness in disclosing the information in a timely manner.

(B) Work Hours

The College maintains work hours that are compatible with state and federal law, departmental functions, and the maintenance of effective work schedules. A 40-hour working week is expected of full-time employees in all occupational categories.

- (C) With the approval of the immediate supervisor and under work area plans, the staff may elect an alternative time of arrival to and departure from work. The flexible work schedule may be revoked to meet the needs of the department.

Staff are required to report for each scheduled working day or shift, to report on time, and to complete all scheduled hours. Prior approval is required for work hours that are fulfilled off campus at workshops or other functions or when work is being completed at home.

- (D) Faculty are required to be present on the campus when they have in-person scheduled classes, office hours, appointments, committee meetings, or any other department, division, or College meetings or duties they are required to attend. Based on departmental needs and the discretion of the department chair, faculty need not be on campus at any other particular time.

(E) Call-Off Procedure for Unplanned Leave

- (1) When an employee will not be at work due to emergency circumstances, leave must be requested via voice or email within a reasonable time frame. Departments have the discretion to set up specific call-off procedures to ensure proper coverage. In the instance when an employee may arrive late, the employee must inform their supervisor, in a timely manner.
- (2) The College's leave policy and procedures are outlined in the Leave and Time Off policy 3357:15-14-32 for planned leave.

(F) Scheduling Guidelines for Full-time Faculty, Coordinators, Department Chairs

Full-time Faculty Guidelines: Department chairs are responsible for full-time faculty scheduling, and it is the responsibility of the deans to ensure

the process is fair and reasonable. Full-time faculty will have a voice in determining the process in which scheduling occurs. Furthermore, full-time faculty will be consulted regarding their course selections and schedules. If circumstances necessitate deviation from these scheduling guidelines, such exceptions will be made in consultation with the faculty member involved. The final decision will be made by the department chair.

- (1) Credit and contact hours are considered as an average over two consecutive semesters (excluding summer). This practice must be approved by the Provost and Chief Academic Officer.
 - (2) Department chairs are not required to post their 10 office hours per week outside of their door but are required to share calendar access with all division administrative assistants to provide access for student appointments.
 - (3) Efforts should be made to have full-time faculty scheduled to meet the needs of both day and evening classes.
 - (4) Other scheduling considerations:
 - (a) Expertise, experience, and special interest of individual faculty members.
 - (b) Effort and difficulty in preparing for any particular course, including the number of contact and credit-hours involved, the level of technological and theoretical knowledge and/or change required, lab or equipment setup time, and the familiarity of the course to the faculty member.
 - (c) Faculty should have a maximum of three course preps. A prep is considered a course, not different modalities of the same course or different sections of the same course.
 - (d) Scheduling of late-night classes followed by early-morning classes, lengthy gaps between classes, and back-to-back classes should be avoided, unless the faculty member does not object.
- (G) Workload for Full-Time Faculty Scheduling Guidelines for Full-time Faculty, Coordinators, and Department Chairs
- (1) Associate's Degree Full-time Faculty Workload
 - (a) A faculty member's position description defines three major areas of responsibility: teaching and

teaching-related activities, professional development and scholarship, and service to the institution and the community. Faculty members are expected to fulfill those areas of responsibility as part of contractual responsibilities.

- (b) Full-time instructional workloads for an academic semester are calculated as follows: Full-time faculty load will include 14-16 credit hours or 16-20 contact hours per semester. Full-time faculty members' teaching and teaching-related workloads comprise at least 80% of their total workload with the remaining 20% devoted to professional development/scholarship and service. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(2) Bachelor's Degree Full-time Faculty Workload

- (a) A faculty member's position description defines three major areas of responsibility: teaching and teaching-related activities, professional development and scholarship, and service to the institution and the community. Faculty members are expected to fulfill those areas of responsibility as part of contractual responsibilities.
- (b) Full-time instructional workloads for an academic semester are calculated as follows: Full-time faculty load will include 11-13 credit hours or 12-16 contact hours and 10 office hours per week per semester. Full-time faculty members teaching and teaching-related workloads comprise at least 70% of their total workload with the remaining 30% devoted to professional development/scholarship and service. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(3) Department Coordinator Workload

- (a) In addition to their faculty responsibilities (teaching and teaching-related activities, professional development and scholarship, and service to the institution and the community), Department

Coordinators assist the Department Chair with administrative duties related to individual programs.

- (b) Department Coordinators are compensated through the Work Outside of Contract Agreement Form.
- (c) Full-time instructional workloads for Department Coordinators for an academic semester are calculated as follows: 11-13 credit hours or 12-16 contact hours and 10 office hours per week per semester. Department Coordinators are reassigned teaching and teaching-related workload hours in order to complete department coordinator administrative responsibilities. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(4) Automotive Coordinator Workload

- (a) In addition to their faculty duties (such as teaching and related activities, professional development, scholarship, and service to both the institution and the community), Automotive Coordinators work directly with automotive manufacturers, maintaining manufacturer training, student recruitment, advising, and supporting student retention, completion, and overall success. Responsibilities also include participation in course and program development, assisting with course and program assessment, and contributing to accreditation projects.
- (b) This position has a required supplemental contract to be fulfilled outside of their 180-day contract.
- (c) Full-time instructional workloads for Automotive Coordinators for an academic semester are calculated as follows: 14-16 credit hours or 16-20 contact hours and 10 office hours per week per semester. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(5) Clinical and/or Clinical Lab Coordinator Workload

- (a) In addition to their faculty responsibilities (teaching and teaching-related activities, professional

development and scholarship, and service to the institution and the community), Clinical and/or Clinical Lab Coordinators have specified clinical care duties in their position descriptions relating to clinical or lab experiences for students, and may include coordinating with healthcare facilities to maintain clinical agreements and partnerships.

- (b) This position has a required supplemental contract to be fulfilled outside of their 180-day contract.
- (c) Full-time instructional workloads for Clinical and/or Clinical Lab Coordinators for an academic semester are calculated as follows: 11-13 credit hours or 12-16 contact hours and 10 office hours per week per semester. Clinical and/or Clinical Lab Coordinators are reassigned teaching and teaching-related workload hours in order to complete clinical care responsibilities. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(6) Program Coordinator Workload

- (a) In addition to their faculty responsibilities (teaching and teaching-related activities, professional development and scholarship, and service to the institution and the community) in the Health and Public Services academic programs, the Program Coordinator's position responsibilities include teaching, maintaining program/College accreditation, overseeing and facilitating learning experiences, assessing student achievement, managing and developing curriculum, formulating policies and procedures, evaluating program effectiveness, and collecting data for outcome reporting.
- (b) This position has a required supplemental contract to be fulfilled outside of their 180-day contract.
- (c) Full-time instructional workloads for Program Coordinators are calculated as follows: 7-10 credit hours or 10-12 contact hours for coordinators who have a national program accreditation and 11-13 credit hours or 12-16 contact hours for programs that do not have a national program accreditation. All program coordinators are required to hold 10

office hours per week per semester. Program Coordinators are reassigned teaching and teaching-related workload hours in order to complete program coordinator administrative responsibilities. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(7) Arts and Sciences Learning Center Coordinators Workload

- (a) In addition to their faculty responsibilities (teaching and teaching-related activities, professional development and scholarship, and service to the institution and the community), Learning Center Coordinators are responsible for tutoring and related services; scheduling and reporting; hiring and overseeing tutors, proctors, and student workers; conducting presentations and professional development; and maintaining and improving services in the Learning Center.
- (b) This position has a required supplemental contract to be fulfilled outside of their 180-day contract.
- (c) Full-time instructional workloads for Learning Center Coordinators for an academic semester are calculated as follows: 7-10 credit hours or 10 -12 contact hours and 10 office hours per week per semester. Arts and Sciences Learning Center Coordinators are reassigned teaching and teaching-related workload hours in order to complete learning center coordinator administrative responsibilities. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

(8) Department Chair Workload

- (a) In addition to the three major areas of responsibilities (teaching and teaching-related activities, professional development and scholarship, and service to the institution and the community), department chairs have specified administrative duties. Department chairs are expected to fulfill those areas of responsibility as part of their contract. Department Chairs are

reassigned teaching and teaching-related workload hours in order to complete department chair administrative responsibilities. Any exceptions to the teaching and teaching-related workload requirements must be approved by the Provost and Chief Academic Officer.

- (b) Degree-granting department chairs are assigned 7-10 credit hours or 10-12 contact hours per semester.
 - (c) Non-degree-granting department chairs are assigned 9-12 credit hours or 12-14 contact hours per semester.
 - (d) Ten office hours are required per week per semester.
 - (e) A department chair is required to teach one summer class as part of their contract.
- (9) Office hours are scheduled to meet the needs of our students. Faculty members, coordinators, and department chairs may schedule up to three of their 10 office hours virtually, and the remaining seven office hours will be at a college location as approved by the supervisor. Office hours should be stated on the class syllabus and posted outside the faculty member's and coordinator's door. Generally, office hours should be at a time when most students are available for conferences. A schedule of these hours shall be filed with the division administrative assistants, dean, and the department chair.
- (10) Overload
- (a) Qualified faculty, coordinators, and department chairs may be employed under overload contracts if the courses they teach do not interfere with their ability to fulfill their regular contractual responsibilities.
 - (b) Qualified staff members can teach up to two sections per semester with the approval of their direct supervisor; however, hours of instruction for staff members cannot interfere with regular work hours. The employee's supervisor should not endorse an overload contract when the overload assignment will impair the employee's ability to meet regular contractual responsibilities. Faculty members shall remain cognizant of the needs of

students and hold additional office hours if overload sections create demand that is unsatisfied by the standard number of office hours.

- (c) Faculty and department chairs meeting the loading requirement will be paid for the total hours of the class that gives them an overload. Once regular loading requirements are met, the next course counts as overload. For example, if a faculty member in a credit-hour department has met the credit-hour load of 14 credit hours, and an additional two-credit-hour class is added, making the total 16 credit hours, a two-credit-hour overload will be paid. If a faculty member in a contact-hour department has met the contact hour load of 16 contact hours, and an additional three-contact-hour class is added, making the total 19 contact hours, a three-contact-hour overload will be paid. Independent study classes are included in the maximum number of credit or contact hours permitted for overload.
 - (i) Faculty assigned overload classes will be assigned no more than 12 credit hours or 15 contact hours. Neither the number of credit hours nor the number of contact hours can be exceeded.
 - (ii) Coordinators who are assisting department chairs and receiving stipends are eligible for no more than eight credit hours of overload or 10 contact hours of overload. Neither the number of credit hours nor the number of contact hours can be exceeded.
 - (iii) Department chairs are eligible for no more than 8 credit hours of overload or 10 contact hours of overload. Neither the number of credit hours nor the number of contact hours can be exceeded.
 - (iv) Exceptions to or situations not fitting this guideline will be reviewed prior to assignment by the dean. Variances from this policy will be justified in writing and require approval of the Provost and Chief Academic Officer.

(H) Adjunct Faculty Members

- (1) Adjunct faculty members are expected to fulfill all teaching obligations, including meeting all sessions of assigned classes, preparing for the classes, grading and returning assignments and examinations to students in a timely manner, and meeting with students to discuss class topics.
- (2) Adjunct faculty members' semester schedules are capped at a maximum of 12 credit hours or 14 contact hours. Neither the number of credit hours nor the number of contact hours can be exceeded.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

FACULTY RANK AND PROMOTION

Policy No. 3357:15-14-05

Page 1 of 1

Effective: 10/15/2009

Revised: 02/22/2015

Revised: 06/03/2024

POLICY:

The College uses the faculty ranks of instructor, assistant professor, associate professor, and full professor. Any rank beyond instructor is recommended by the Advancement-in-Rank Committee, accepted by the Provost and President, and then confirmed by the Board of Trustees. The decision to promote is made with careful consideration of degrees attained, teaching and teaching-related activities, professional development and scholarly accomplishments, service to the College and community, and performance evaluations.

- (A) Promotion Referral Document: The procedures outlined in the Advancement-in-Rank Process for the candidate and the Operating Guidelines for the Advancement-in-Rank Process will be followed to consider promotion. If denied advancement, the candidate may submit a written letter of appeal to the Provost and Chief Academic Officer within fourteen calendar days. The letter must specifically reference which part of the Advancement in Rank Process or Operating Guidelines was not followed or was misinterpreted or misapplied.
- (B) Rank and Promotion: Upon hire, the President has the discretion of placing an individual with exceptional ability into any faculty rank. All previous teaching experience and related industrial or business experience are considered.
- (C) Exceptional Promotions: In rare and unusual circumstances, the President may recommend to the Board of Trustees, for its immediate consideration, a promotion in rank for a faculty member. Under unusual circumstances, candidates must have served at least five years as an instructor, assistant professor, or associate professor, including the year promotion is considered. Performance reviews must show evidence of exemplary work over these five years. There should be evidence that the individual's efforts and judgment are held in high regard. Exceptions can occur when there is evidence of extraordinary productivity, achievements, or professional recognition. It is the desire and purpose for the President and Board of Trustees to use the powers outlined here only in cases of the utmost necessity when failure to use such powers would adversely affect the interests of the College.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

EVALUATION OF PERSONNEL

Policy No. 3357:15-14-06

Page 1 of 4

Effective: 06/03/2013

Revised: 02/22/2015

Revised: 06/05/2023

Revised: 12/15/2025

POLICY: The College will evaluate all staff and full-time faculty on an annual basis.

PROCEDURE:

(A) Administrative and Professional

- (1) An annual evaluation will be made of all administrative and professional employees prior to the awarding of contracts for the following year.
- (2) The President will be evaluated by the Board of Trustees, and the chief administrators of the five administrative divisions of the College will be evaluated by the President. The deans will be evaluated by the Provost and Chief Academic Officer. All other administrative and professional personnel will be evaluated by the supervisor to whom they report.
- (3) The comprehensive evaluation process should include three components:
 - (a) An evaluation of the competencies required and accomplishments of the current evaluation period.
 - (b) Identification of areas for improvement where appropriate.
 - (c) Establishing mutually agreeable SMART goals for the upcoming evaluation period.
- (4) The evaluation report will be reviewed and signed by the individual evaluated as well as by the evaluator. A standard format provided by the Office of Human Resources shall be used in completing the evaluation report.
- (5) Upon satisfactory completion of three full years of service in the administrative and professional job category with the College, the evaluation report may be used to support a recommendation for a three-year contract. Fully-funded grant positions are eligible for one-year contracts only. The President

may recommend three-year contracts to the Board of Trustees for administration and professional personnel. The College shall have the sole right to review the needs of the College and the performance of employees. The College shall retain the right, at any time during a three-year contract, to assign an employee to different positions and responsibilities. The College shall also have the right to annually adjust the salary offered to employees during a three-year contract.

(B) Full-time Faculty and Department Chairs

- (1) Department chairs will evaluate full-time faculty, and the deans will evaluate department chairs. The evaluation must be comprehensive and include standardized, objective, and measurable performance metrics (SMART goals), accomplishments for the evaluation period, and identification of areas for improvement where appropriate. The evaluation process involves establishing mutually agreeable SMART goals for the upcoming evaluation period.
- (2) Performance areas reviewed (if applicable) and evaluated based on position descriptions for each academic rank and in accordance with the Advance Ohio Higher Education Act, are:
 - (a) Teaching and Teaching Related Activities – includes delivering the assigned courses effectively, engaging students through varied teaching methods, academic advising, and ongoing course and curriculum improvements.
 - (i) Student evaluations of instruction surveys will count as twenty-five percent (25%) of the teaching and teaching related activities section.
 - (b) Professional Development and Scholarship – includes ongoing professional learning to stay current in their discipline, applying new knowledge to enhance teaching and learning, and sharing insights and developments with colleagues.
 - (c) Service – includes collaboration with other faculty to support department goals, participating in department and division meetings, promoting the success and mission of the College, and contributing to activities such as planning, assessment, accreditation, and curriculum design.

- (d) Peer Evaluation
 - (e) Administration – department coordinators, non-clinical coordinators, program coordinators, and department chairs
 - (f) Clinical Care – clinical coordinators
- (3) Summary Assessment - Each evaluated area listed in (B)(2) and the overall evaluation rating shall include a summary rating using one of the following categories:
 - (a) Exceeds Performance Expectations
 - (b) Meets Performance Expectations
 - (c) Does Not Meet Performance Expectations
- (4) Work Effort Distribution for the Current Evaluation Period – Faculty workload for the current evaluation period in accordance with policy no: 3357:15-14-04 Employee Responsibilities and Duties.
- (5) Projected Work Effort Distribution - Each evaluation shall establish a projected work effort distribution for the faculty member for the next year, compliant with the College's established workload policies.
- (6) The evaluation report will be reviewed and signed by the individual evaluated, the immediate supervisor, and approved or disapproved by the division dean. Approved evaluations are submitted to the Provost and Chief Academic Officer for review and consideration. If there is disagreement between the department chair and dean, the Provost and Chief Academic Officer shall have final decision authority. A standard format provided by the Office of Human Resources shall be used in completing the evaluation report.
- (7) Appeal Process – A faculty member or department chair should first try to resolve the area of concern with their immediate supervisor. If a resolution is not reached, the faculty member or department chair can submit an email or letter of appeal to the Provost and Chief Academic Officer and the Vice President of Human Resources within ten (10) business days of receiving their performance evaluation rating. The appeal should clearly identify the specific aspects of the evaluation that are of concern and are being appealed. The Provost and Chief Academic Officer and Vice President of Human Resources will

review the appeal and meet with the employee who filed the appeal and their immediate supervisor. After investigation of the appeal, the employee and immediate supervisor will be informed of the decision within ten (10) business days.

- (8) Upon satisfactory completion of three full-time contracted years of service with the College, the evaluation report may be used to support a recommendation for a three-year contract. Fully-funded grant positions are eligible for one-year contracts only. Such recommendations will be made by the Provost and Chief Academic Officer and, if approved by the President, submitted to the Board of Trustees. The College shall have the sole right to review the needs of the College and the performance of employees. The College shall retain the right, at any time during a three-year contract, to assign an employee to different positions and responsibilities. The College shall also have the right to annually adjust the salary offered to employees during a three-year contract.
- (9) Student evaluation of instruction will be conducted after at least 80 percent of the course has been completed. Every faculty member will be evaluated in each course they teach every semester. The faculty member will receive a full report of the results. A summary of the numerical results will be forwarded to the appropriate department chair, dean, and Provost and Chief Academic Officer.

(C) Technical/Paraprofessional

- (1) An annual comprehensive evaluation will be made of all technical/paraprofessional personnel prior to the awarding of contracts for the following year.
- (2) Technical personnel will be evaluated by the supervisor to whom they report.
- (3) The comprehensive evaluation process should include three components:
 - (a) An evaluation of the accomplishments of the current contract year.
 - (b) Identification of areas for improvement where appropriate.

- (c) Establishing mutually agreeable SMART goals for the upcoming evaluation period.

- (4) The evaluation report will be reviewed and signed by the individual evaluated as well as by the evaluator. A standard format provided by the Office of Human Resources shall be used in completing the evaluation report.

(D) Office, Maintenance, and Service

- (1) An annual comprehensive evaluation will be made of all clerical, maintenance, and service personnel on a calendar year basis.

- (2) Clerical, maintenance, and service personnel will be evaluated by the individual to whom they report.

- (3) The comprehensive evaluation process should include three components:

- (a) An evaluation of the accomplishments of the current year.

- (b) Identification of areas for improvement where appropriate.

- (c) Establishing mutually agreeable SMART goals for the upcoming evaluation period.

- (4) The evaluation report will be reviewed and signed by the individual evaluated as well as by the evaluator. A standard format provided by the Office of Human Resources shall be used in completing the evaluation report.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

GRIEVANCE PROCEDURE

Policy No. 3357:15-14-07

Page 1 of 11

Effective: 10/15/2009

Revised: 01/21/2010

Revised: 05/17/2012

Revised: 03/06/2014

Revised: 02/22/2015

Revised: 06/05/2017

Revised: 06/06/2022

Revised: 06/05/2023

Revised: 06/02/2025

POLICY:

The College has established this grievance procedure to ensure fairness and consistency in employee relations and to attempt to resolve misunderstandings as quickly as possible. This grievance procedure applies to all College employees.

PROCEDURE:

- (A) Informal Resolution: As a normal and important part of our work environment, employees and supervisors are expected to discuss and resolve issues, concerns, and complaints that may arise from time to time. Employees having complaints arising from their employment shall seek informal resolution of their grievances or concerns. This informal process is intended to encourage communication between the parties involved, either directly or through an intermediary, to facilitate a mutual understanding of different perspectives regarding the disputed act or directive. Therefore, employees are required to discuss these problems with their supervisor or the appropriate member of Human Resources.
 - (1) Any complaint alleging discrimination or any other violation of law shall also be reported to the Coordinator for Section 504 and Titles VII and IX Compliance.
 - (a) Discriminatory harassment is defined as conduct, whether in the workplace or off-site, which has the effect of interfering with someone's work performance or which creates an intimidating, hostile, or offensive working environment based on race, color, religion, sex, gender, national origin, military status, pregnancy, disability, age, genetic information, sexual orientation, gender identity, or gender expression.
 - (b) The Human Resources Generalist(s) is the College's Coordinator for Section Five and Title VII Compliance and may be contacted in the Human Resources Office; Stark State College; 6200 Frank Avenue NW; North Canton, OH 44720; phone (330) 494-6170.

- (c) The Title IX Coordinator is the appropriate person to contact regarding complaints of gender discrimination/harassment; more information regarding the College's Title IX resources can be found on the College's website.
 - (2) The employee is responsible for exploring all possibilities under the informal resolution procedure before initiating the formal grievance procedure. If the informal process does not result in resolution of the complaint to the satisfaction of the employee, the employee may utilize the formal grievance procedure for complaints that do not allege discrimination, or, if discrimination is alleged, the Formal Grievance Procedure for Complaints Concerning Discrimination.
- (B) Formal Grievance Procedure for Complaints not Concerning Discrimination
 - (1) Grievable issues are limited to violations, misinterpretations, and inequitable or inappropriate applications of the College's policies or procedures, as defined in the College's Policies and Procedures manual, including the degree of discipline administered.
 - (2) The following issues are not grievable:
 - (a) Termination of employment
 - (b) The content of the College's published Policies and Procedures manual
 - (c) Performance Improvement Plans
 - (d) Performance Evaluations
 - (3) Step 1. The grievant shall initiate the grievance procedure within 30 calendar days of the last occurrence of the incident. Grievances may not be initiated beyond 30 calendar days of the date of the last occurrence of the incident, as determined by the monitoring officer. The monitoring officer is the Senior Human Resources Generalist or a Human Resources designee, unless that individual is the subject of the complaint, in which case the Vice President of Human Resources becomes the monitoring officer.

The formal complaint must be submitted on the College's Grievance Information form and should state the facts of the complaint; the policy, procedure, or law allegedly violated; what they have done to resolve the situation informally; and the specific remedy sought. The Grievance Information form must be filed with the monitoring officer.

Only one complaint should be submitted per Grievance Information form; multiple complaints that differ substantially are treated individually and require separate Grievance Information forms. The monitoring officer has the discretion to merge grievances that are similar in nature.

- (a) The monitoring officer will initially review the grievance and seek additional (substantiating) documentation from the grievant if necessary. The monitoring officer shall forward the complaint within ~~5~~ five business days of receipt of the Grievance Information form and substantiating documentation to the Executive Council member of the grievant's division for step one resolution. If the complaint is against this Executive Council member, then the President will be notified as the employee's immediate supervisor.
- (b) The Executive Council member of the grievant's division shall, within five business days of receiving the complaint, conduct a formal conference with the grievant, permitting them to provide any information relevant to the complaint. If the complaint is against this Executive Council member, the monitoring officer will obtain a third-party mediator to assist with the grievance. The monitoring officer, grievant, and Executive Council member are the only individuals that shall be present at the conference unless a third-party external mediator is used. If the complaint arises from the conduct of another employee (the "respondent") and could result in disciplinary action for the respondent, the Executive Council member and the monitoring officer will meet with the respondent and conduct an appropriate investigation. Within five business days of the formal conference (unless an extension is agreed to by all parties), the Executive

Council member will send a written recommendation to the grievant and respondent (if any), with a copy to the monitoring officer. The recommendation will state background information, the recommendation or remedy, and the rationale.

- (c) If the outcome of step one is not satisfactory to the grievant or the respondent (if any), or if a recommendation has not been rendered within five business days of the formal conference, the grievant or the respondent may initiate step two of the grievance process.
- (4) Step 2. Step two must be initiated within 10 business days after the receipt of the step one recommendation or if no recommendation is rendered within 15 business days of the step one formal conference. Failure to initiate step two within this timeframe constitutes acceptance of the recommendation and concludes the grievance process. To initiate step two, the grievant or respondent (if any) must submit a written request to the monitoring officer stating their desire to move forward with step two of the grievance procedure.

Step 2 requires a formal hearing by the Grievance Committee. The Grievance Committee shall consist of the monitoring officer and one elected member from each occupational category as defined in the Policies and Procedures manual. Each elected member and their alternate will be selected by an electronic voting process every two years. An Executive Council member, who is appointed by the President, will serve on a case-by-case basis.

- (a) Nomination and Grievance Committee Election Process
The nomination process should provide an opportunity for those who wish to participate to do so. Self-nominations and nominations of others are acceptable. Grievance Committee elections take place every two years.

The following vacancies will require an election process:

- (i) Administrative and Professional. This category consists of two major divisions.

Administrative: Those positions where the primary responsibilities include planning, organizing, controlling, and supervising an instructional or operational area within the College.

Professional: Those positions where the primary responsibilities require the performance of varied intellectual work and a functional knowledge of advanced theoretical principles and practices in a specific professional area other than instruction.

- (ii) Instructional. This category comprises those positions where the primary responsibility is instructing students. This includes such activities as classroom and laboratory instruction, individual student performance and field-experience supervision, and student advising.
- (iii) Technical/Paraprofessional. This category includes those positions other than instruction, serving a support role where primary responsibilities include the solving of practical problems encountered in broad fields of specialization and require the use of theoretical or scientific knowledge and manual skills acquired through on-the-job or formal training.
- (iv) Office and Clerical. This category covers positions where the primary responsibilities require the preparing, transcribing, transferring, systematizing, or preserving of written communications and records, and the operating of various office machines.
- (v) Service and Maintenance. This category covers service and maintenance positions that require specialized training in trades, crafts, and manual skills. This category also includes semi-skilled and unskilled positions which require the performance of physical effort and/or the

manual skills normally learned through on-the-job or apprenticeship training

- (b) For purposes of obtaining initial staff nominations, each Executive Council member will solicit nominees from their division. For purposes of electing instructional representatives, each credit academic division dean will solicit nominees from their full-time faculty positions.
- (c) Human Resources will conduct an electronic election from the nominations in each employee category noted in Policy No. 3357:15-14-01 Employee Classification Policy. The top candidate will be selected to serve on the grievance committee, and the individual receiving the second highest number of votes will serve as an alternate. Alternates are used if a conflict of interest arises or scheduling difficulties require an alternate to meet the timelines noted in the Grievance Policy. The Human Resources Office will retain a complete list of all votes cast.
- (d) The monitoring officer will only vote in the case of a tie. The terms of the grievance committee members and their alternates, excluding the Executive Council member, will be a time period of two years. If a grievance is in progress at the conclusion of the term, the committee will remain in service until a recommendation is made to the President. The Executive Council member appointed must be from a different division than the grievant or respondent (if any). The Executive Council member will not serve as the committee chair. The chair of the committee will be selected from among the grievance committee members by mutual consent. Any concerns regarding potential conflicts of interest should be addressed to the Grievance Committee Chair or the monitoring officer.
- (e) Within 10 business days of the receipt by the monitoring officer of the request to initiate step two, the Grievance Committee Chair will set the date, time, and place of the hearing and notify all participants by written notice. The hearing itself will begin within 15 business days of the written notice.

- (f) The Chair may appoint an investigator from the Committee to conduct an investigation in preparation for the formal hearing. At least five business days prior to the start of the hearing, the grievant and respondent will provide a list of witnesses to the Chair and monitoring officer. The College will make provisions for employees to appear as witnesses without loss of pay. Witnesses shall be given written notice of the time, date, and location of the hearing.
- (g) The Grievance Committee shall call each individual (grievant, respondent, and/or witnesses) one at a time to testify, starting with those identified by the grievant and followed by those identified by the respondent. The Grievance Committee may also call any other witnesses at its discretion. Only the Grievance Committee members and the monitoring officer will be present during witness testimony. The grievant and/or the respondent may not be present during each other's testimony. The grievant and the respondent in turn shall have the right to make a statement to the Committee and to present relevant documentary evidence provided during step one. Only the Committee members are permitted to question the participants of the hearing. The grievant and the respondent (if any) may bring a third party to the hearing; notification should be given to the monitoring officer at least five business days prior that the grievant and/or respondent will have a third party present, noting their name and occupation. This person may not participate in the hearing in any way except to provide advice to the grievant or the respondent.
- (h) The Chair will preside over the meeting and assure that participants are given fair opportunity to present their positions. The chair will instruct all witnesses not to discuss the substance of their testimony prior to the completion of the hearing.
- (i) Within 10 business days after the end of the hearing, the Chair will send the Grievance Committee's findings and recommendations to the President and to the monitoring officer. Within 10 business days of receiving the findings and recommendations, the

President will review the results of the proceedings to determine if a violation of policy occurred and notify the grievant, respondent (if any), the Grievance Committee members, and the monitoring officer in writing of their decision to accept, reject, or modify the Grievance Committee's findings and recommendations. The decision of the President will be final and binding upon all parties.

- (j) The following summarizes the formal grievance process:

Step One (1)	
Time	Activity
Within 30 calendar days of the last occurrence of incident	Initiate step one by submitting the Grievance Information Form to the monitoring officer.
Within five business days of receipt of the grievance information form and substantiating documentation by the monitoring officer	Monitoring officer forwards the grievance information form and substantiating documentation to the Executive Council member over the division.
Within five business days of receipt of the complaint by the Executive Council member over the division	A formal conference is conducted with the monitoring officer, grievant, and Executive Council member.
Within five business days of the formal conference	Written recommendation sent to grievant from the Executive Council member who heard step one.
Within 10 business days of issuance of the written recommendation	Grievant may initiate step two by notifying the monitoring officer.

Step Two (2)	
Within 15 business days of the request to initiate step two.	Grievance Committee Chair gives notification of date, time, and place of hearing. Date of hearing will be 15 business days of the notification.
At least five business days prior to the hearing date	Grievant provides Chair with list of witnesses and identity of any third party individual requested to be present, if any. Chair sends written notice to witnesses.
Hearing date	Hearing is held.
Within 10 business days of the end of the hearing	Chair sends the Committee's findings and recommendations to the President and the monitoring officer.
Within 10 business days of receiving the committee's findings	President will review the results of the proceedings and notify the grievant, respondent (if any), the Grievance Committee members, and the monitoring officer in writing of their decision to accept, reject, or modify the Grievance Committee's findings and recommendations. The President's decision is final and binding.

(C) Formal Grievance Procedure for Complaints Concerning Discrimination

- (1) Employees of Stark State College who feel they are victims of discrimination 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 may file a complaint with the College's Coordinator of Section 504 and Title VII Compliance, and/or with the Title IX Coordinator in instances of gender discrimination/harassment. Employees may also file complaints alleging sex or handicap discrimination directly with the Office for Civil Rights, U.S. Department of Education, or pursue both avenues of complaint

resolution simultaneously. Employees may also file complaints with the Equal Employment Opportunity Commission and/or the Ohio Civil Rights Commission.

- (2) The Human Resources Generalist(s) is the College's Coordinator for Section 504 and Title VII Compliance and may be contacted in the Human Resources Office; Stark State College; 6200 Frank Avenue NW; North Canton, OH 44720; phone (330) 494-6170.
- (3) The Title IX Coordinator or Deputy Coordinator is the appropriate person to contact regarding complaints of gender discrimination/harassment. More information regarding the College's Title IX resources can be located at <http://www.starkstate.edu/titleix>. Please refer to the Title IX procedures document which outlines the process of Title IX investigations.
- (4) Upon receipt of an internal complaint, the Coordinator for Section 504 and Titles VII or a qualified individual appointed by the College shall conduct an investigation of the complaint and shall obtain a statement from the grievant, respondent, and any relevant witnesses. The investigator will then complete any necessary follow-up interviews to clarify any questions/concerns based on the information gathered. The person who investigates the complaint must complete a written summary of the investigation within 60 business days of the receipt of the complaint. The investigator may extend this deadline if deemed necessary to efficiently conduct their business. Written notification of any corrective actions recommended will be issued by the investigator within 15 business days after the investigation has been concluded. The Coordinator for Section 504 and Title VII will work with the grievant and/or respondent(s) supervisor to administer any discipline required.
- (5) If the grievant or respondent(s) wants to initiate an appeal, the grievant and/or respondent(s) must file a written Notice of Intent to Appeal with the Coordinator for Section 504 and Title VII Compliance. The Notice of Intent to Appeal must be filed within 60 calendar days after the results of the investigation have been rendered and submitted to the Vice President of Human Resources.

- (6) The grievant, the investigator, and any respondents named in the complaint or the summary of the investigation must be given 10 business days' written notice before a grievance hearing is held. Said notice shall include a copy of the complaint. The notice shall indicate the time and place at which the grievance hearing shall be conducted, and the notice shall inform the grievant and the respondents of their right to be present at the hearing and their right to be represented by a person of their choice. At least five (5) days prior to the grievance hearing, notification should be given to the Senior Human Resources Generalist that the grievant and/or respondent will have an additional person present, noting their name and occupation. This person may not participate in the hearing in any way except to provide advice to the grievant or the respondent.
- (7) The Vice President of Human Resources shall hear the grievance within 30 business days unless additional time is needed to efficiently conduct their business. The Vice President of Human Resources will confine their review to the summary of the investigation and recommendations of the investigator, and shall determine whether the recommendations are consistent with College policies and procedures. The Vice President of Human Resources may grant a request for consideration of additional evidence or information only when the evidence or information is newly discovered and could not with reasonable diligence have been discovered prior to the hearing.
- (8) The Vice President of Human Resources shall submit a written decision which includes a summary of the hearing and recommendations for corrective actions to the Coordinator for Section 504 and Title VII Compliance within 10 days after conducting the hearing.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

COMPENSATION AND RELATED BENEFITS

Policy No.: 3357:15-14-08

Page 1 of 7

Effective 10/15/2009

Revised: 02/14/2013

Revised: 07/01/2014

Revised: 06/06/2016

Revised: 06/06/2017

Revised: 06/03/2019

Revised: 06/03/2024

Revised: 06/02/2025

POLICY:

- (A) Compensation, as used in this manual, is an inclusive term that shall refer to salary plus all fringe benefits. Salary shall be defined as direct monetary payment for services rendered.
- (B) Stark State College strives to provide a competitive market-based compensation and benefits derived from third-party surveys. This policy is administered in accordance with applicable laws and the principles of equal employment opportunity.

PROCEDURE:

- (A) Salaries
 - (1) Administrative and Professional Employees – Salary contracts or notices for administrative and professional employees, other than the President's salary, shall be recommended by the President and approved by the Board of Trustees. The President's salary shall be established by the Board of Trustees.
 - (2) Instructional Salaries – The procedure for establishing salaries for the instructional staff shall be as follows:
 - (a) Entry employment salaries shall be individually negotiated with each new employee, taking into consideration the education and experience of the candidate to arrive at a mutually satisfactory figure.
 - (b) Upon approval of the preliminary budget by the Board of Trustees, the Executive Council will make recommendations for a method of distribution such as:
 - (i) Salary ranges, including upper and lower limits, for all instructional ranks.
 - (ii) A percentage of the current salary to be awarded the following fiscal year to those

members of the instructional staff whose performance has been judged satisfactory through the evaluation procedure of rule 3357:15-14-06 of the Administrative Code.

- (iii) A sum reserved for advancement in rank.
 - (iv) In unusual circumstances, an adjustment if warranted for salary inequity.
 - (v) A change in the established rate per hour of instruction for part-time instruction.
 - (c) The recommendations resulting from the above shall not exceed the total allocation for instructional salaries, and shall be presented to the Board of Trustees not later than the June meeting each year.
- (3) Technical/Paraprofessional Employees – The following shall be used as guidelines in the preparation of salary contracts for technical personnel:
- (a) Entry employment salaries shall be individually negotiated with each new employee, taking into consideration the education and experience of the candidate to arrive at a mutually satisfactory figure.
 - (b) Subsequent contracts shall be based upon the approved recommendations of the Executive Council.
- (4) Office and Clerical Employees – Pay ranges shall be used in conjunction with the established salary structure as adopted by the Board of Trustees of Stark State College.
- (5) Service and Maintenance Employees – Pay ranges shall be used in conjunction with the established salary structure as adopted by the Board of Trustees of Stark State College.
- (6) Overtime and Compensatory Time – The following employees are covered as non-exempt employees under this Overtime and Compensatory Time coverage. Employees must complete the overtime/comptime request form and obtain approval in advance to be approved for overtime or comp time. All other employees are exempt employees and as such are not covered under this benefit. For purposes of overtime and compensatory time, the work week is defined as Sunday to Saturday.

- (a) Technical/Paraprofessional Employees
 - (b) Office and Clerical Employees
 - (c) Service and Maintenance Employees
- (7) The above non-exempt employees will be paid time and one half for all hours worked in excess of 40 hours in a week. In determining a 40-hour work week, all holidays, vacation days, sick days, days in which the College has an emergency closure, hours required under the call back policy, or personal days that are taken during a week for which the employee earns a full day's pay will be considered as a "day worked" for the overtime provision. Overtime work is not permitted on a voluntary basis and must receive prior approval by the employee's immediate supervisor.
- (8) Supervisors have the right to require an employee to work overtime; however, under the Fair Labor Standards Act, the employee must be given the option, before the work occurs, to either be paid overtime or given comp time.
- (a) If the employee elects to take compensatory time off at time and one-half in lieu of overtime pay for any overtime worked, such compensatory time shall be granted by the employee's supervisor at a time mutually convenient to the employee and the supervisor.
 - (b) Compensatory time off can be accumulated for the employee in a compensatory time account. Employees may accumulate no more than 80 hours (10 days) of compensatory time.
 - (c) Compensatory time off balances will be paid at the time of separation from the College or if the employee is being promoted to a professional position. Any exceptions require the approval of the employee's Executive Council member.
- (9) Major Certification Criteria – The procedure for determining what will constitute a major certification follows:
- (a) The major certificate is directly related to the faculty/staff member's instructional/departmental responsibilities as determined by the Provost in the

case of a faculty member or the applicable Vice President in the case of a staff member.

- (b) Status and importance are associated with the certification. This status must be demonstrated by the all of the following qualifications or their equivalents.
 - (i) The certification qualifies the individual to practice in the professional area.
 - (ii) A minimum of 30 semester hours of formal course work beyond the bachelor's degree.
 - (iii) Two years of field experience which includes professional application of the specialized knowledge performed after completion of the bachelor's degree.
 - (iv) The certification is sponsored by a national or state board or professional organization with established examinations and prerequisites for sitting for the examinations.
- (10) The applicant must submit documentation to ensure fulfillment of the above criteria. The Provost or the appropriate Executive Council Member will ascertain the validity of the documentation, if needed.
- (11) Compensation equivalent to the amount for the master's degree will be added to the base pay for full-time employees who have completed a major certification subsequent to employment. The adjustment will be made at the time of the annual salary increase following the completion of the certification.

(B) Retirement

- (1) All full- and part-time employees of Stark State College are required to join the Ohio Public Employee Retirement System (OPERS) or the State Teachers Retirement System (STRS) of Ohio or the Alternate Retirement Program (if eligible). A handbook describing payroll deductions, employer contributions, and benefits is provided by the retirement system to each new member or may be obtained by writing to the appropriate retirement system.
- (2) Part-time student employees may complete a request for

optional exemption as a part-time employee if desired as specified in the OPERS regulations.

(C) Tax-Sheltered Annuities (403b & 457 plan)

- (1) All full-time and part-time employees are eligible to join the Tax-Sheltered Annuity program through the College payroll deduction plan.
- (2) Deductions will be made biweekly and shall be made in a specific dollar amount.
- (3) Stark State College will issue a check/EFT to the annuity company on all scheduled payroll dates.
- (4) A salary reduction agreement can be obtained from the payroll area in the Business Office. All forms must be completed before any deductions can be withheld. A copy of all deductions will be given to the employee, and a copy of all deductions will be kept on file with the employee's payroll records. More information on how to enroll in a Tax-Sheltered Annuity can be found on mySSC under Human Resources in the retirement section.
- (5) Payroll deductions will be reported on the employee's direct deposit statement.
- (6) Changes of deductions can be made by the employees anytime during the year.
- (7) Each participant will be issued a quarterly statement of account by the annuity company.
- (8) The IRS limits the amount an employee can defer. The annual deferral limit usually changes and is increased from one calendar year to the next calendar year. An employee may not defer more than the IRS limit. However, employees who become 50 during the calendar year may make additional "catch-up contributions." These catch-up contributions are in addition to the IRS general limit.

(D) Insurance

- (1) The Board of Trustees will make available health insurance benefits for all eligible employees as defined under the Patient Protection and Affordable Care Act (PPACA).

In accordance with PPACA, the College has established standard measurement periods of January to June and July to December and continuing in such pattern thereafter for ongoing employees that are variable hour or seasonal. A standard measurement period is a designated period used to ascertain whether an ongoing employee (as opposed to a newly hired employee) who is a variable or seasonal employee is full-time and eligible for health care coverage. A newly hired variable or seasonal employee's measurement period begins with the first date of employment and continues for the six (6) month period following the first date of employment.

- (a) The IRS has established safe harbors for employees not paid on an hourly basis. The safe harbor the College is utilizing is to count actual hours worked and hours for which the employee may be entitled to payment.
 - (b) Under PPACA, employees will be credited with hours of service during a special leave of absence with their average hours worked for determining eligibility for health insurance benefits.
 - (c) For breaks in the academic year that are at least four (4) consecutive weeks or greater (disregarding special unpaid leave) during which a part-time employee is not credited with a minimum number of hours of service with the College, Stark State will utilize the average hours of service per week for the employee during the measurement period, excluding the employment break period, and use that average as the average for each week where the part-time employee is not credited with any hours of service.
- (2) Any employee who held a position prior to December 31, 2012, which was approved as "benefit eligible" and the position's hours are greater than 20 hours a week but less than 30 hours a week and who elects insurance coverage shall be assessed a pro-rated amount of cost of insurance provided, and the same shall be withheld by payroll deduction unless other arrangements are made with the Payroll Coordinator.
 - (a) Grandfather – Current part-time employees who are offered healthcare at a 50 percent college subsidy would continue their benefits at no change; new hires working less than 30 hours and those in non-benefit eligible positions would not receive subsidized benefits from the College effective January 1, 2013.

- (3) The following insurance benefits are offered to benefit eligible employees in accordance with the applicable insurance plan documents:
 - (a) Term Life Insurance
 - (b) Supplemental Life Insurance
 - (c) Accidental Death and Dismemberment
 - (d) Supplemental Accidental Death and Dismemberment
 - (e) Major Medical Coverage
 - (f) Dental
 - (g) Vision
 - (h) IRS Section 125 Cafeteria Plan

(E) Call-Back Pay Policy

- (1) A non-exempt employee who is called back to work (i.e., maintenance, weather, or emergency situations, etc.) at a time not previously scheduled or called back to work after a regular work schedule shall receive call-back pay as follows:
 - (a) A minimum of two (2) hours pay will be granted at time and one-half the regular hourly pay rate even when the time actually spent back on the job is less than two (2) hours.
 - (b) Pay for actual hours worked will be granted at time and one-half the regular hourly pay rate if hours worked exceeds two (2).
 - (c) Actual hours worked for call-back purposes means only time spent at the work site. Time spent in route to or from the work site is not included as time worked. The two (2) hour minimum shall not apply if the employee was called in or called back during the two (2) hour period immediately prior to the beginning of his or her next regularly scheduled work shift. It is not a call-back if the start time of the shift is different than the normal scheduled start time.
 - (d) Snow removal members will receive call-back pay only if they are called back to work within twelve (12) hours of the end of their shift. If the snow crew starts their eight (8) hour shift within the twelve (12) hour call-back

period, call-back pay will be cancelled.

- (e) Compensatory time off may be used in lieu of pay for call-back time worked in accordance with College overtime policies.
- (f) Exempt employees who are called back to work at a time not previously scheduled normally shall not receive compensation for time worked in call-back status. Exceptions may be authorized by the appropriate Division Vice President and the Vice President of Human Resources.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

INSTRUCTIONAL FEES AS AN EMPLOYEE BENEFIT

Policy No. 3357:15-14-09

Page 1 of 6

Effective: 10/15/2009

Revised: 03/27/2015

Revised 06/05/2017

Revised 06/03/2019

Revised 06/06/2021

POLICY:

Instructional and general fees for credit, audit, or non-credit courses offered at Stark State College shall be waived for eligible employees and eligible dependents.

PROCEDURE:

(A) Full-Time Employees

- (1) All instructional and general fees for credit, audit, or non-credit courses offered at Stark State College will be paid by the College from income of the College budgeted for employee benefits. When deemed appropriate, the President may extend this benefit to salaried employees whose contracts stipulate less than full-time service.
- (2) Employees may enroll in any section or course on a space-available basis. The processing fee will be waived. Employees will be required to pay all other incidental fees associated with the course enrolled in each semester.
- (3) Employees are expected to attend course(s) during their non-working hours. The College recognizes, however, the desirability of planned individual development which may necessitate taking a course which meets during the employee's regularly scheduled working hours. When this occurs, the employee's working hours may be changed to enable the employee to register for one such course each semester, if all of the following criteria are met:
 - (a) The course is not scheduled during a normal non-working time period.
 - (b) The course is a requirement of a degree program in which the employee is officially enrolled, or the course, in the opinion of the immediate supervisor, directly contributes to the employee's skills in the work assignment.
 - (c) The employee makes arrangements satisfactory to their immediate supervisor regarding a work schedule for the duration of the course. The revised temporary work schedule may not duplicate the time normally allowed for rest breaks, nor include more than a half an hour of the employee's lunch period.
 - (d) The employee has the approval of the immediate supervisor or other appropriate officer.

- (4) Instructional fees cannot be used on an accumulative basis, nor can they be applied retroactively or in advance of a semester in which the benefit is approved for use. They are approved for usage in specific semesters and must be used during those semesters.
- (5) Eligible employees desiring this benefit must complete an Instructional Fee Waiver form for full-time employees that is available on *mySSC* and must submit it to the employee's immediate supervisor for approval. The employee will then submit the completed Instructional Fee Waiver form, documentation of dependency, and a copy of the class schedule to the Office of Human Resources no later than seven (7) calendar days after the start of classes
- (6) The Office of Human Resources will send the approved Instructional Fee Waiver form to the Business Affairs Office, who will apply it to the student's account in lieu of actual cash.

(B) Dependents of Full-Time Employees

- (1) All instructional and general fees for credit, audit, or non-credit courses offered at Stark State College will be paid by the College from income of the College budgeted for employee benefits up to an amount to include such fees as for a full-time student. When deemed appropriate, the President may extend this benefit to salaried employees whose contracts stipulate less than full-time service.
- (2) The Internal Revenue Service guidelines will be applied in determining the dependent status and relationship to the employee. Documentation proving dependent status must be submitted with the Instructional Fee Waiver form.
- (3) Dependents of all full-time employees may enroll in any section or course on a space-available basis. The student will be required to pay the processing fee along with all other incidental fees associated with the course enrolled in each semester.
- (4) Dependents of full-time employees who are eligible for tuition waivers such as College Credit Plus, various scholarships and grants, and other such non-loan programs must use those funds prior to use of the Instructional Fee Waiver benefit.
- (5) Instructional fees cannot be used on an accumulative basis, nor can they be applied retroactively or in advance of a semester in which the benefit is approved for use. They are approved for usage in specific semesters and must be used during these semesters.

- (6) Full-time employees having dependents who desire to attend the College can obtain the Instructional Fees benefit by following this procedure:
 - (a) Obtain and complete the Instructional Fee Waiver form for full-time employees that is available on *mySSC* and obtain all required signatures.
 - (b) Follow registration procedures established for all students.
 - (c) Submit the completed Instructional Fee Waiver form, documentation of dependency, and a copy of the class schedule to the Office of Human Resources no later than seven (7) calendar days after the start of classes.
- (7) The Office of Human Resources will send the approved Instructional Fee Waiver form to the Business Affairs Office, who will apply it to the student's account in lieu of actual cash.

(C) Part-Time Employees

- (1) All instructional and general fees for credit, audit, or non-credit courses offered at Stark State College will be paid by the College from income of the College budgeted for employee benefits up to an amount per academic semester for a maximum of such fees for six credit hours per semester. Classes or credits beyond six credit hours are subject to the student being on a wait list and is dependent on class space availability. Students cannot pre-register for classes beyond the six credit hours. The student will be notified within two weeks of the start of the class(es) if they will be admitted under the Expanded Course Benefit.
- (2) A part-time employee may enroll in any section or course on a space-available basis. The processing fee will be waived. Employees will be required to pay all other incidental fees associated with the course enrolled in each semester.
- (3) To qualify for this benefit, employees:
 - (a) Shall take the course(s) during a semester in which they are currently working.
 - (b) Shall have instructed a minimum of 8 credit hours or 13 CEU's at Stark State College or if paid hourly, worked a minimum of 320 hours prior to receiving this benefit.
 - (c) Must obtain the approval of their supervisor.
- (4) Employees paid on an hourly basis shall refer to the minimum hours worked requirement to qualify for the benefit.

- (5) Employees classified as student workers, substitute workers, or seasonal workers will not be eligible to participate in this program.
- (6) The maximum cumulative number of credit hours in which a part-time faculty member may enroll shall not exceed the number of credit hours or CEU hours they have instructed at Stark State College.
- (7) The courses of study shall not interfere with the employee's work schedule.
- (8) Instructional fee waivers are approved for usage in specific semesters and must be used during those semesters.
- (9) Eligible part-time employees wanting to use this benefit must:
 - (a) First six (6) credits hours: complete section #3 of an Instructional Fee Waiver for Part-time Employees form available on mySSC for **registered course(s)** and submit it to the employee's supervisor for approval. The part-time employee will then submit the completed Instructional Fee Waiver form and a copy of the class schedule to Human Resources no later than seven (7) calendar days after the start of classes.
 - (b) Expanded Course Benefit for seven (7) or more credit hours: **classes already registered for are NOT eligible for this benefit.** Complete section #4 of an Instructional Fee Waiver for Part-time Employees form available on mySSC, must submit it to the employee's supervisor for approval. The part-time employee will then submit the completed Instructional Fee Waiver for Part-time Employees form and a copy of the class schedule to Human Resources no later than four (4) weeks prior to the start of classes.
- (10) Human Resources will send the approved Part-time Instructional Fee Waiver form to the Business Affairs Office, who will apply it to the student's account in lieu of actual cash.

(D) Dependents of Part-Time Employees

- (1) All instructional and general fees for credit, audit, or non-credit courses offered at Stark State College will be paid by the College from income of the College budgeted for employee benefits for dependents of part-time employees for six semester hours per academic year per employee.
- (2) Dependents of part-time employees may enroll in any section or course on a space-available basis. The student will be required to pay the processing fee and all other incidental fees associated with the course enrolled in each semester.

- (3) Dependents of employees classified as student workers, substitute workers, or seasonal workers will not be eligible to participate in this program.
- (4) To qualify for this benefit, a part-time employee:
 - (a) Shall be currently working during the semester the dependent is enrolled.
 - (b) Shall have instructed a minimum of 8 credit hours or 13 CEU's at Stark State College or if paid hourly, worked a minimum of 320 hours prior to receiving this benefit.
 - (c) Must obtain the approval of their supervisor.
- (5) Employees working in a part-time hourly position shall refer to the minimum hours worked requirement to qualify for the benefit.
- (6) The Internal Revenue Service guidelines will be applied in determining the dependent status and relationship to the part-time employee. Documentation proving dependent status must be submitted with the Application for Instructional Fee Waiver form.
- (7) Dependents of part-time employees who are eligible for tuition waivers such as College Credit Plus, various scholarships and grants, and other such non-loan programs must use those funds prior to use of the Instructional Fee Waiver benefit.
- (8) Instructional fees cannot be used on an accumulative basis, nor can they be applied retroactively or in advance of a semester in which the benefit is approved for use. They are approved for usage in specific semesters and must be used during these semesters.
- (9) Part-time employees having dependents who want to attend the College can obtain the Instructional Fees benefit by following this procedure:
 - (a) First six (6) credits hours: complete section #3 of an Instructional Fee Waiver for Part-time Employees form available on mySSC for **registered course(s)** and submit it to the employee's supervisor for approval. The part-time employee will then submit the completed Instructional Fee Waiver for Part-time Employees form with a copy of the class schedule and documentation of dependency to Human Resources no later than seven (7) calendar days after the start of classes.
 - (b) Expanded Course Benefit for seven (7) or more credit hours: **classes already registered for are NOT eligible for this benefit.** Complete section #4 of an Instructional Fee Waiver for Part-time Employees form available on mySSC, submit it to the employee's supervisor for approval.

The part-time employee will submit the completed Instructional Fee Waiver for Part-time Employees form with documentation of dependency to Human Resources no later than four (4) weeks prior to the start of classes.

- (10) The Office of Human Resources will send the approved benefit form to the Business Affairs Office, who will apply it to the student's account in lieu of actual cash.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TRAVEL AND BUSINESS ENTERTAINMENT EXPENSE

Policy No. 3357:15-14-10

Page 1 of 8

Effective: 10/15/2009

Revised: 01/18/2014

Revised: 02/22/2015

Revised: 05/29/2020

Revised: 06/05/2023

Revised: 06/02/2025

Revised: 06/01/2026

POLICY:

It is customary and reasonable to pay the necessary travel expenses of employees incurred in the performance of their College jobs. The President, with the assistance of the CFO/Vice President of Business, Finance & Information Technology, will establish travel procedures to define allowable and unallowable expenses, rates and methods, authorization, documentation, and reimbursement. The Board will approve any changes in reimbursement rates included in the travel procedures.

PROCEDURE:

(A) Authorization for Travel

- (1) Travel refers to authorized trips taken by College employees in connection with approved business of Stark State College. Examples of these assignments include professional meetings, field trips, personnel recruitment, student recruitment, and professional development.
- (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 must obtain approval from the department chair, division dean, and/or the Provost. All other employees must obtain approval from their supervisor or vice president.
- (3) The Faculty and Staff Professional Development Application must be used for prior authorization travel outside the state of Ohio.
- (4) The approving authority may authorize full or partial reimbursement of travel. The estimated expenses to be reimbursed will be established at the time the authorization is approved.

- (5) Authorization shall not exceed the expenses for the days of the convention, meeting, or business involvement plus a maximum of one day's travel each way.

(B) Meals, Lodging, and Incidentals for In-State Travel

- (1) The maximum amount of daily reimbursement for meals are set by the General Services Administration. Current rates can be found at <https://www.gsa.gov/travel/plan-book/per-diem-rates>.
- (2) Travelers authorized to travel on official College business will be reimbursed up to the amounts set by the General Services Administration for the actual costs of meals and tips for any calendar day upon which they are on travel status:
 - (a) Breakfast (Must be on authorized travel status prior to 6:00 a.m. and must remain on authorized travel status until after 9:00 a.m.)
 - (b) Lunch (Must be on authorized travel status prior to 11:00 a.m. and remain on authorized travel status after 1:00 p.m.)
 - (c) Dinner (Must be on authorized travel status prior to 5:00 p.m. and remain on authorized travel status after 8:00 p.m.)
- (3) Reimbursement for lodging shall not exceed actual, reasonable expenses of the individual. When in the state of Ohio, the traveler should inquire as to the availability of a state tax exemption due to the tax-exempt status of the College. A copy of the College's tax exemption certificate may be obtained from the Accounts Payable department.
- (4) Miscellaneous expenses, including telephone calls, may be claimed in addition to meals and lodging.
- (5) No allowance for lodging or miscellaneous expenses may be claimed (1) within Stark County, (2) within the county of residence from which the employee commutes to the College, or (3) within fifty miles of the employee's residence.

(C) Meals, Lodging, and Incidentals for Out-of-State Travel

- (1) Reimbursement for lodging, meals, and incidentals while traveling out-of-state in the United States shall not exceed the IRS approved current rates in the continental United States (CONUS Rates) for the applicable location.
- (2) Lodging expenses in excess of the IRS approved CONUS rates must be approved in advance by the appropriate supervisor and must meet the following conditions:
 - (a) The traveler is required to attend a meeting, conference, convention, or training session where the traveler is expected to have business interaction with other participants in addition to scheduled events; and it is anticipated that the maximum benefit will be achieved by authorizing the traveler to stay at the lodging facility where the meeting, conference, convention, or training session is held.
 - (b) When travel is for college business other than to attend a meeting, conference, convention, or training session, and lodging accommodations in the travel destination area are:
 - (i) Not available at or below the IRS approved CONUS rates; and
 - (ii) Less expensive overall because the savings achieved from occupying less expensive lodging at a more distant site are consumed by an increase in transportation and other costs.

(D) Conferences and Special Meals

- (1) Expenses incurred for registration fees at meetings or conferences may be reimbursed.
- (2) Reimbursement may be made for the actual and reasonable expense of meals when such meals are an integral part of a seminar of similar working assembly provided:
 - (a) The meal is an internal part of such meeting.

- (b) The attendance of the employee at such meeting is necessary to the best interest of the College.
- (3) Registration fees may be paid directly by the College if such arrangement is agreed to by the vendor. If registration fees are paid by the employee, a receipt must be submitted to receive reimbursement.
- (4) Reimbursement to employees for meals of non-College employees will be made only if prior authorization is received from the President, Provost, appropriate vice president, or immediate supervisor.

(E) Type of Transportation

- (1) The traveler is obligated to select the most appropriate transportation available within the requirements of the trip.
- (2) Air, rail, or ground transportation will be at coach fare or the lowest available rate. Charges for basic seat selection will also be reimbursed, should pre-assigned seating not be part of the purchased fare. Travel insurance and any add on convenience fees are excluded from reimbursement beyond the first checked bag fee, if applicable.
- (3) College funds shall not be expended to pay for unused reservations without the approval of the President or appropriate vice president.
- (4) A rental car is to be used when it is the most economical or most efficient means of transportation. When returning a rental car, the car must be refueled/recharged to the level that the car was at upon receipt. If the car is not refueled to the level that the car was at upon receipt, the employee will be responsible for the refueling convenience fee charged by the rental company.
- (5) Personal Automobile
 - (a) If a one-day trip will exceed three hundred miles, the traveler should use a rental car. If you choose to drive your personal automobile, the reimbursement will be limited to the contracted rental rate plus the average fuel cost at the time of travel.

- (b) For trips less than three hundred miles, reimbursable mileage is calculated at the standard Ohio Office of Budget and Management rate in effect at the time of travel. This rate is for use of privately owned vehicles during official College business. All employees, while driving their own vehicle for official College business, are required to travel the shortest practical route and follow all applicable state laws.
- (c) Miles traveled must be detailed by destination using the College as the point of departure and return. The residential home must be used as the point of departure and return if the distance is less than using the College as the point of departure and return if the trip originates from home.
- (d) The stated mileage rates are intended to cover all automobile operating costs, including maintenance, fuel, recharging cost of electric vehicles, and insurance. No employees may be reimbursed for expenses on the mileage basis unless they carry motor vehicle liability insurance.
- (e) For employees who must report to the main campus, leave for an assignment at a satellite campus, and must return to the main campus, mileage will be reimbursed for a round trip to the satellite campus using the College as the point of departure and return.
- (f) For employees who must report to a satellite campus for the beginning or end of their work day (traveling to/from home) and must also report to the main campus, mileage will be reimbursed for a round trip to the satellite campus using the College as the point of departure or return, unless the distance between their home and the satellite campus is less than the distance between the College and the satellite campus. In that case, mileage will be reimbursed for the distance from the employee's home to the satellite campus and from the satellite campus to the College.

- (g) Employees who are not required to report to the main campus but have assignments at a satellite campus will not be eligible for travel reimbursement.

(6) Transportation Expenses

- (a) Reimbursement may be claimed for parking charges; ferry and taxi fares; and bridge, highway, and tunnel tolls.
 - (b) Any other out-of-pocket expenses, such as road service and towing charges directly chargeable to the operation of a College-owned vehicle incurred while traveling in such vehicle, may be reimbursed subject to approval of the CFO/Vice President of Business, Finance & Information Technology.
- (7) A receipt is required for each item of expense greater than one dollar, except ferry and taxi fares and bridge, highway, and tunnel tolls if receipts are not available.

(F) Reimbursement

- (1) Advance payment for personal expenses and travel, except for preregistration and transportation reservations when payment is required, is not allowed in accordance with rulings of the State Auditor's Office.
- (2) Reimbursement is made only if the trip received proper authorization and certification. Otherwise, the traveler is liable for all expenses incurred.
- (3) The "Report of Business Expense" form must be completed for reporting trip expenditures for all travel and must be accompanied by receipts.
- (4) The "Report of Business Expense" form must be submitted to the Business and Finance office within sixty days after the expenses were incurred unless approved by the CFO/Vice President of Business, Finance & Information Technology or the President.

- (5) A written report of information gathered as a result of approved travel may be required by the supervisor, department chair, Provost, or CFO/Vice President of Business, Finance & Information Technology.
- (6) If the traveler is accompanied by a family member or friend, the maximum reimbursement for lodging remains the same with the traveler paying the difference between a single rate and the rate for a couple. The traveler must furnish proof of the rate schedule.
- (7) If a faculty or staff member chooses to provide their own transportation, instead of traveling with a group, they will do so at their own expense.
- (8) Tips may be included in the meal allowances but reimbursement will not exceed the stated rates. Meal tips are the only allowable tip and may not exceed 20% of the food purchased. Tips are not reimbursable for services such as transportation, baggage handling, etc. Itemized receipts for meals must accompany the reimbursement form. Credit card statements do not constitute receipts.
- (9) No reimbursement will be made for alcoholic beverages.

(G) Frequent Flyer Miles and Rewards Points

In accordance with Ohio Ethics Commission Advisory Opinion No. 2025-02, College employees can use frequent flyer miles or other rewards points accrued during official travel for personal use, provided the employee earns the miles under the same conditions as the public and at no additional cost to the College. An employee is prohibited from choosing an airline, vendor, or service just to get rewards points. For additional details, refer to Ohio Ethics Commission Advisory Opinion No. 2025-02 at the following link:
<https://ethics.ohio.gov/advice/opinions/2025-02.pdf>.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

DRUG AND ALCOHOL ABUSE AND DRUG-FREE
CAMPUS & WORKPLACE ACT COMPLIANCE

Policy No. 3357:15-14-12

Page 1 of 5

Effective: 10/15/2009

Revised: 02/22/2015

Revised: 01/31/2018

Revised: 06/03/2024

POLICY:

The College considers the use of any illegal drug or controlled substance and the abuse of alcohol and legal (prescription or over-the-counter) drugs, collectively referred to herein as “substance abuse,” to be a very serious matter that cannot be tolerated in the workplace. Substance abuse poses health and safety hazards to employees, students, and to the community at large. Because the College is a responsible source and participant with the Federal Government in many programs and activities, substance abuse by College employees or students jeopardizes Federal Government funding in light of the Federal Government’s increasing efforts to combat substance abuse. Therefore, it shall be the policy of the College to prohibit substance abuse and to maintain a drug-free campus and workplace.

- (A) All employees and students are notified that the manufacture, distribution, dispensing, possession, use, or being under the influence of any drug, synthetic substance, or controlled substance, or alcohol, is prohibited on all College property and in any other location where employees are conducting College business or approved student activity/event. The use of legal drugs, taken in accordance with a doctor’s orders, is not subject to this policy, except as provided in paragraph (B) of this policy, and is permitted so long as it does not impair the employee’s ability to perform any essential function of employment or the student’s ability to participate in the classroom effectively and in a safe manner and that does not endanger other individuals on campus and in the workplace. Likewise, the moderate, i.e., so as not to become intoxicated, and legal consumption of alcohol at officially sanctioned on-campus social functions in which College employees might participate is not subject to this policy.
- (B) The use and possession of marijuana is prohibited under College policy and a crime under Federal law. This prohibition applies even when the possession and use would be legal under the laws of the state of Ohio. Employees and students with written recommendations for medical marijuana are not permitted to use marijuana on campus, in the conduct of College business, or as related to any College activity. The College will refer to the Corrective Action and Discipline Procedure (rule 3357:15-14-18 of the Administrative Code) for appropriate disciplinary interventions.
- (C) All Stark State College employees, students, and campus community are expected to abide by the terms of the College Substance Abuse Policy. An employee or student found in violation of this policy shall be subjected to a variety of sanctions and

penalties. The College will refer to the Corrective Action and Discipline Procedure (rule 3357:15-14-18 of the Administrative Code) and the Student Code of Conduct (rule 3357: 15-14-10 of the Administrative Code) for appropriate disciplinary interventions. All students are notified that, as a condition of attending the College, any violation of the Student Code of Conduct (rule 3357:15-19-10 of the Administrative Code) will be subjected to sanctions up to and including expulsion. Penalties and sanctions for employees may include, but are not limited to, referral for counseling, written or oral reprimands, suspensions with or without pay, or termination in accordance with the established rights of the employee, including the right to due process.

(D) Health Risks

- (1) The health consequences of alcohol and substance abuse are numerous and unpredictable. Short term risks can include injuries related to automobile crashes, unwanted pregnancies, loss of employment, poor grades or work performance, and financial problems. Long term risks can include a variety of physical and mental health issues, including addiction and/or death.
- (2) Symptoms of addiction can include:
 - (a) Excessive or escalating use of substance(s)
 - (b) Increased tolerance
 - (c) Feeling guilt or remorse (as a result of behavior while under the influence)
 - (d) Inability to maintain basic hygiene or appearance standards
 - (e) Loss of energy or motivation
 - (f) Complaints from family/friends about drinking or drug use
 - (g) Decline in work and/or social performance
 - (h) Spending excessive amounts of money on substance(s)
 - (i) Experience of withdrawal symptoms (shaking, cold sweats, irritability, insomnia, etc.) when attempting to stop use of the substance(s)

(E) Resources for Students and Employees

- (1) A variety of resources exist for alcohol and drug prevention, education, and counseling:
 - (a) SAMHSA- National Helpline
 - (b) Stark County Mental Health and Recovery Board
 - (c) County of Summit Alcohol, Drug Addiction and Mental Health Board
 - (d) Counseling Support Services (students)
 - (e) ReachOut Campus and Community Resources
 - (f) IMPACT Solutions (employees)

(F) Definitions – For purposes of this policy statement, the following definitions shall apply:

- (1) Manufacture – to plant, cultivate, harvest, process, make, prepare, or otherwise engage in any part of the production of a drug by propagation, extraction, chemical synthesis, compounding, or any combination of the same including packaging, repackaging, labeling, and other activities incident to production.
- (2) Distribute – to deal in, ship, transport, or deliver.
- (3) Dispense – to sell, leave with, give away, dispose of, or deliver.
- (4) Possess or possession – having as property or exerting control over a thing or substance. Possession will not be presumed solely from mere access to the thing or substance or presence upon the premises where the thing or substance is found.
- (5) Use – use of a drug or other controlled substance or consumption of alcohol.
- (6) Being under the influence – to yield a positive result, as defined by the State of Ohio or other generally accepted standard, on any test given to determine the presence of drugs or alcohol.
- (7) Drug abuse offense – corrupting another with drugs, trafficking in drugs, drug abuse, possessing drug abuse instruments, permitting drug abuse, theft of drugs, deception to obtain a dangerous drug, illegal processing of drug documents, abusing harmful intoxicants, trafficking harmful intoxicants, or illegal dispensing of drug samples; a violation of an existing law of this or any other state or of the United States that is substantially equivalent to any of the above offenses; an offense under an existing law of this or any other state or of the United States of which planting, cultivating, harvesting, processing, making, manufacturing, producing, shipping, transporting, delivering, acquiring, possessing, storing, distributing, dispensing, selling, inducing another to use, administering to another, using, or otherwise dealing with a controlled substance is an element; or a conspiracy or an attempt to commit, or complicity in committing or attempting to commit any of the above offenses.
- (8) Controlled substance – a drug, compound, mixture, preparation, or other substance as defined in Chapters 2925 and 3719 of the Ohio Revised Code, or as defined by applicable statutes of other states and the Federal Government.

- (9) Criminal drug statute – any Federal or state criminal statute involving the manufacture, distribution, dispensing, possessing or use of any controlled substance.
- (10) Conviction – any finding of guilt after a trial, a plea of guilty or a plea of nolo contendere.
- (11) Campus Community – Employees, students, vendors, or other outside party interacting, collaborating, or otherwise involved with the College.

PROCEDURE:

(A) Drug-Free and Alcohol Awareness Program

- (1) Stark State College hereby establishes a Drug-Free and Alcohol Awareness Program for employees and students.
- (2) Under this program, the College will periodically publish literature warning about the dangers of the abuse of drugs and alcohol in the workplace or in any environment.
- (3) The program will specifically cover the following major topics:
 - (a) Health and safety concerns associated with drug and alcohol abuse;
 - (b) College policy regarding illegal drug use and the use of alcohol;
 - (c) Availability of counseling and assistance for employees; and
 - (d) Penalties that may be imposed for drug-abuse or alcohol-abuse violations.

(B) Good Faith Effort

The College, in adopting and implementing this policy pursuant to the Drug-Free Workplace Act of 1988, further certifies that it will make a good faith effort to continue to maintain a drug-free campus and workplace while respecting the privacy rights of its employees and students.

- (C) Employee - An employee may be required to submit a urine specimen and/or blood sample for testing for the presence of drugs or alcohol, or a breath sample for testing for the presence of alcohol under the following conditions.

(1) Reasonable Suspicion

Where there is reasonable suspicion to believe that the employee, when appearing for duty or while on the job, is under the influence of, or their job performance is impaired by, alcohol or drugs. Such reasonable suspicion must be based upon objective facts or specific circumstances found to exist that present a

reasonable basis to believe that an employee is under the influence of, or is using or abusing, alcohol or drugs. Examples of reasonable suspicion shall include, but are not limited to, slurred speech; disorientation; abnormal conduct or behavior; an odor of suspected marijuana or the odor of an alcoholic beverage on or about an employee's breath, clothing, or person; or involvement in an on-the-job accident resulting in personal injury or property damage, where the circumstances raise a reasonable suspicion concerning the existence of alcohol or drug use or abuse by the employee.

- (a) The person observing the suspicious behavior (observer) will immediately contact the College's security department and provide details of the incident to the security officer. The security officer will contact the employee's immediate supervisor and inform him/her of the incident or situation. If the immediate supervisor is not available, the security officer will contact an individual in the chain of command, the Director of Human Resources or a member of the administration. The security office and the supervisor, or other person in authority, shall confirm that a test is warranted based upon the circumstances. The employee may be immediately tested at the College or at a College designated facility. The security officer may require that a security officer or someone designated by the officer take the employee to the offsite testing facility. Any action taken will be documented in writing and supported by the security officer, the observer, and the supervisor or other person in authority.
 - i. The refusal to submit to testing as prescribed in this Section shall constitute a violation of this policy and will subject the employee to sanctions and penalties as set forth in this policy.
 - ii. Employees who are required to be tested pursuant to Federal laws and/or Federal regulations shall be tested in accordance with those laws and regulations.
- (2) If the employee is directly engaged in the performance of work pursuant to a grant, project, or contract from an agency or division of the Federal Government, the College is required, upon receipt of notice provided by the employee as required by this policy, or actual notice of such conviction, to notify the agency or division providing such funding within ten days of receipt of such notice. The principal investigator of any grant, project, or contract from a Federal agency is required to ensure that each employee engaged in the performance of the grant, project or contract be given a copy of and acknowledge receipt of this policy.

- (3) Upon receipt of a notice of conviction of an employee for violation of any criminal drug statute, the College, within thirty days of receiving such notice, shall:
 - (a) Take appropriate personnel action against such an employee subject to established disciplinary procedures, up to and including termination, in accordance with requirements of due process, or
 - (b) Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
- (4) All College employees shall, as a condition of employment, notify their administrative supervisor of any criminal drug statute conviction no later than five days after such conviction. Any employee who fails to report such a substance abuse conviction within five days will be subject to sanctions, up to and including termination of employment.

(D) Students - The following are prohibited behaviors:

- (1) Using, possessing, selling, or distributing illegal drugs, and drug paraphernalia on any property owned or controlled by the College; selling or distributing narcotics or prescription medication on any property owned or controlled by the College;
- (2) Being under the influence of or impaired by illegal drugs, alcohol, or narcotics while on any property owned or controlled by the College. or at college-sponsored events;
- (3) Consuming, possessing, or selling alcoholic beverages on any property owned or controlled by the College. - except during college-approved activities;
- (4) Operating a motor vehicle while under the influence of alcohol and/or illegal drugs while on any property owned or controlled by the College.
- (5) A violation of the foregoing may also be a violation of Schedule I through V of Section 202 of the Federal Controlled Substances Act, Chapter 2925 of the Ohio Revised Code, and local laws. Violations of these Federal, state and local laws may carry severe penalties including but not limited to incarceration and fines.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

DISCRIMINATION AND ANTI-HARASSMENT

Policy No. 3357:15-14-13

Page 1 of 4

Revised: 10/08/2014

Revised: 02/22/2015

Revised: 06/04/2018

Revised: 06/03/2019

Revised: 03/01/2023

Revised: 06/02/2025

Revised: 08/01/2025

Revised: 06/01/2026

POLICY:

- (A) Stark State College is committed to supporting a respectful and productive working environment free of discrimination, which includes harassment and specific types of retaliation. The College prohibits discriminatory and harassing behavior based on a protected class.
- (B) While the College does not tolerate any form of discriminatory or harassing behavior, this policy applies only to discrimination or harassment based on a protected class defined as, 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.
- (C) Allegations of sexual harassment, sexual assault, dating violence, domestic violence, stalking, or other sex-based misconduct that fall within the jurisdiction of Title IX will be addressed exclusively under the College's Sexual Misconduct Policy. Allegations of discrimination and/or harassment that do not meet the Title IX threshold will be reviewed under this policy or other applicable College policies.
- (D) While the College does not tolerate any retaliatory behavior, this policy's prohibition of retaliation applies only to retaliation that is based on an individual making a complaint of discrimination or harassment, supporting someone involved in a report of discrimination or harassment, participating in an investigation of discrimination or harassment, and/or an individual's exercise of rights to oppose discrimination on any of the protected classes identified in paragraph (B) of this policy.
- (E) DEFINITIONS:
- (1) **Discrimination** - Any act or failure to act based in whole or in part on a person's or group's membership in a protected class, that when viewed objectively, adversely affects benefits, privileges, or working conditions, or has a substantial negative impact on College operations. Discrimination does not require an intent to harm. A single instance of conduct may constitute discrimination, depending on its objective

severity.

- (2) **Harassment** - Conduct, whether in the workplace or off-site, that is unwelcome, offensive conduct – verbal, physical, or visual – based on protected characteristics, that creates an intimidating, hostile, or abusive work environment. While not an inclusive list, examples include slurs, threats, and bullying that interferes with work.
- (3) **Hostile Work Environment** – Any unwelcome, severe, persistent, or pervasive conduct based on a protected class which creates an objectively intimidating, abusive or offensive work environment, even if the conduct does not lead to tangible consequences. A single instance may be sufficient to create a hostile environment.
- (4) **Retaliation** – Any adverse action, such as intimidation, threats, coercion, or discrimination, against any person by any other for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this policy.
- (5) **Complainant** – The party who makes the complaint.
- (6) **Respondent** – The party whom the complaint is made against.

PROCEDURE:

- (A) This complaint procedure is designed to encourage any protected party to report any instance of discrimination, harassment, or retaliation. Students should refer to policy 3357:15-19-08 Student Complaint(s) regarding complaints based on Civil Rights Discrimination.
- (B) 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) Supervisor, Manager, Director, Department Chair, Dean, or Vice President
 - (2) Human Resources Vice President/Generalists
 - (3) Campus Security in instances where a concern for physical safety exists

When the above individuals receive an allegation of discrimination or harassment, they will promptly refer the matter to the Vice President of Human Resources or the applicable Human Resources Generalists, as appropriate, to initiate a prompt and thorough investigation.

Complaints of harassment, intimidation, or retaliation that violate the Racial, Religious,

and Ethnic Harassment and Intimidation (CAMPUS Act) policy (3357:15-14-37) may also be filed anonymously through Stark State College's online reporting form on mySSC portal.

- (C) Confidentiality: To the extent possible, all information received in connection with the filing, investigation, and resolution of complaints will be treated as confidential except to the extent it is necessary to disclose particulars in the course of the investigation or when compelled to do so by law. All individuals involved in the process should observe the same standard of discretion and respect for the reputation of everyone involved in the process.
- (D) Retaliation: Stark State College will not tolerate retaliation in any form against any protected party who files a complaint, serves as a witness, and assists one who files a complaint or participates in an investigation of discrimination or harassment. College policy, state law, and federal law prohibit retaliation against an individual for reporting discrimination or harassment or for participating in an investigation.

The types of retaliation that are prohibited include, but are not limited to:

- (1) Intimidation;
- (2) Adverse actions with respect to the reporter's work assignments, salary, vacation, and other terms of employment;
- (3) Unlawful discrimination;
- (4) Termination of employment;
- (5) Adverse actions against a relative of the reporter who is a College employee or student;
- (6) Threats of any of the above.

Retaliation is a serious violation that can subject the offender to sanctions independent of the merits of the allegation. Complaints of retaliation should be directed to the Human Resources Department. Note that an adverse personnel, academic, or other disciplinary action against an employee or student whose conduct or performance warrants such action for reasons unrelated to the reporting of a concern will not be deemed a violation of this policy.

(E) Penalties for Discrimination, Harassment, or Retaliation

- (1) Any breaches of this policy, including falsified allegations discovered during the investigation, are considered serious and will result in discipline up to and including termination according to the Stark State College Corrective Action and Discipline

Procedure.

- (2) Employees who participated in or acquiesced to violations of this policy may also face discipline according to Stark State College's Corrective Action and Discipline Procedure, where:
 - (a) Their action or inaction contributed to the development of the environment that led to the offending conduct.
 - (b) They failed to take appropriate action in response to receiving a complaint or witnessing an incidence of harassment or retaliation.
 - (c) Such a finding may also affect the employee's present or future assignment.
- (F) In addition to, or instead of, using the above complaint procedure to report and resolve their complaints of harassment or retaliation, protected parties may also file a complaint with the appropriate local, state, or federal enforcement agency.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

GRANT PROJECT DIRECTOR/INVESTIGATOR CONFLICT OF INTEREST

Policy No. 3357:15-14-14

Effective: 10/15/2009

Page 1 of 1

Revised: 05/29/2015

Revised: 06/01/2026

POLICY:

The College has a responsibility to manage, reduce, or eliminate any actual or potential conflicts of interest that may be presented by a financial interest of a project director (or project investigator) of a grant-funded project. In order to comply with College policy, the Strategic Grants Office is to utilize the Conflicts of Interest (Grants) Disclosure Form.

PROCEDURE:

- (A) Each project director is required to disclose all significant financial interests that might present actual or potential conflict of interest in relationship to all externally grant-funded projects.
- (B) Project directors are required to provide financial disclosures prior to the time a proposal is submitted to a funding agency, and those disclosures must be updated, if necessary, during the grant period.
- (C) The Strategic Grants Lead Grant Writer will determine whether a conflict of interest exists and outline a procedure for the management, reduction, or elimination of the conflict of interest.
- (D) When a conflict of interest cannot be resolved to the satisfaction of the institution, this investigator cannot be used for the grant.
- (E) In situations where the project director/investigator has violated College policy and/or the terms of an agreement reached to resolve the conflict of interest, the College will refer to the Corrective Action and Discipline Procedure (policy 3357:15-14-18) and Code of Ethics and Professional Behavior (policy 3357:15-14-27) for appropriate disciplinary interventions.
- (F) The Strategic Grants Lead Grant Writer is responsible for maintaining records of financial disclosures and actions taken to resolve conflicts of interest.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

SEXUAL MISCONDUCT AND TITLE IX

Policy No. 3357:15-14-15

Page 1 of 7

Effective: 10/15/2009

Revised: 02/22/2015

Revised: 05/29/2020

Revised: 08/13/2020

Revised: 06/03/2024

Revised: 06/02/2025

Revised: 06/01/2026

POLICY:

Stark State College is committed to and responsible for establishing, maintaining, and providing a safe, secure, and non-discriminatory environment for our employees and students, free of sexual misconduct and sex discrimination, including discrimination based on gender, gender identity, sexual orientation, gender transition status, or pregnancy.

As required by Title IX and its implementing regulation, 34 C.F.R. Part 106, the College does not discriminate on the basis of sex in the education program or activity it operates. The requirement not to discriminate extends to admission and employment. Inquiries about the application of Title IX and its implementing regulation may be referred to the College's Title IX coordinator, the Assistant Secretary for Civil Rights at the U.S. Department of Education's Office for Civil Rights, or both.

The College will not tolerate any kind of sexual misconduct and will not compromise the responsibility for addressing issues of sexual misconduct. Sexual misconduct is socially irresponsible and violates the rights of other individuals. Sexual misconduct has the potential to threaten an individual's academic performance, economic livelihood, career advancement, psychological, and total well-being and is prohibited by this policy. This policy is also applicable to all third parties affiliated with the College. Third parties are neither employees nor students and can include, but are not limited to, consultants, vendors, contractors, etc. Sexual misconduct is a serious offense, which could lead to dismissal and/or termination from the College and criminal charges being filed with the local law enforcement authority having jurisdiction.

(A) Definitions

- (1) Sex Discrimination – Any conduct that discriminates on the basis of sex in a college program or activity. Sexual harassment is a form of sex discrimination. Sex discrimination includes discrimination based on gender, gender identity, sexual orientation, gender transition

status, or pregnancy.

- (2) Sexual Misconduct – Any unwelcome behavior of a sexual nature that is committed without consent while having access to or participating in any educational program, employment, or activity receiving federal financial assistance through Stark State College. Sexual misconduct can occur between persons of the same or different sex. Sexual misconduct is a broad term that includes sexual assault, rape, statutory rape, and/or the attempt to commit rape, criminal sexual contact, incest, domestic violence, dating violence, gender-based violence, stalking, sexual coercion, sexual exploitation and sexual harassment as defined by the College, and sexual harassment as defined under Title IX. The College's definition of sexual misconduct is broader than the regulatory definition of sexual harassment under Title IX or the College's definition of sexual harassment. Sexual misconduct does not qualify as sex discrimination if it does not rise to the level of sexual harassment under the Title IX or College definitions, but sexual misconduct is nevertheless prohibited by this policy.
- (3) Non-Consensual Sexual Contact – Any intentional sexual touching and any other intentional bodily contact in a sexual manner, however slight, with any object, by a person upon another person that is without consent.
- (4) Incapacitation – A state in which a person cannot make rational decisions because they lack the capacity to give consent. Incapacitation may result from a temporary or permanent mental or physical disability or impairment, unconsciousness, physical restraint, or intoxication. Sexual misconduct occurs when a person engages in sexual activity when they knew, or should have known, that the other person was incapacitated.
- (5) Consent – A freely and affirmatively communicated willingness to participate in sexual activity, expressed by clear, unambiguous words or actions. Consent is a free and clearly given "yes," not the absence of a "no." It is the responsibility of the initiator of the sexual activity to ensure that they have the other person's consent to engage in sexual activity, throughout the entire sexual activity, by all parties involved. At any time, a participant can communicate that they no longer consent to continuing the activity. Consent may never be obtained where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication (National Incident-Based Reporting System (NIBRS) User Manual available [here \(https://le.fbi.gov/file-repository/nibrs-user-manual-2025-0-062625.pdf/view\)](https://le.fbi.gov/file-repository/nibrs-user-manual-2025-0-062625.pdf/view), last accessed 10/24/2025). Consent cannot be assumed based on the existence of a

previous dating or sexual relationship. The initiator's use of alcohol or drugs does not diminish their responsibility to obtain consent.

- (6) Force – The use of physical violence, threat of physical violence, and/or imposing on someone physically to gain sexual access.
- (7) Criminal Sexual Contact (formerly referred to as fondling) in accordance with the definition from the NIBRS User Manual - The intentional touching of the clothed or unclothed body parts without consent for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
- (8) Rape, in accordance with the definition from the NIBRS User Manual, is defined as penetration, regardless of how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another individual, or by a sex-related object. This definition covers cases where the victim cannot provide consent due to temporary or permanent mental or physical incapacity (including resulting from drugs or alcohol), physical restraint or due to age. Physical resistance by the victim is not required to establish lack of consent.
- (9) Sexual Coercion – Unreasonable, intimidating, or forcible pressure for sexual activity.
- (10) Sexual Assault – As defined in accordance with the Clery Act and the Title IX regulation, an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
- (11) Sexual Exploitation – Occurs when someone takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to the benefit or advantage of anyone other than the person being exploited.
- (12) Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or

interferes with a person's property.

- (13) Domestic Violence – A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- (14) Intimate Partner Violence/Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and/or the frequency of interaction between the persons involved in the relationship.
- (15) Gender-based violence (GBV) - Any harmful threat or act directed at an individual or group based on their actual or perceived:
 - (a) Biological sex;
 - (b) Gender identity;
 - (c) Gender expression;
 - (d) Sexual orientation; or
 - (e) Difference from social norms related to masculinity or femininity.

GBV can include and be identified by physical, sexual, psychological, technological, economic, and emotional abuse. Sexual Harassment according to Title IX – Conduct on the basis of sex that satisfies one or more of the following:

- (f) An employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
- (g) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity; or
- (h) Sexual assault, dating violence, domestic violence, or

stalking.

- (16) Sexual Harassment according to the College's definition – Conduct on the basis of sex that satisfies one or more of the following: unwelcomed sexual advances; request for sexual favors; and/or other verbal, non-verbal, or physical conduct of a sexual nature. Sexual Harassment is sex-based harassment. that includes gender-based harassment. Sexual harassment is inclusive of sexual violence, and gender-based harassment, defined as follows:

- (a) Sexual harassment according to Title IX
- (b) Unwelcome verbal or physical conduct that is sufficiently severe, persistent, or pervasive such that it unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.
- (c) Unwelcome verbal or physical conduct that is sufficiently severe, persistent, or pervasive that it interferes with or denies educational benefits or opportunities, from both a subjective (the complainant's) and an objective (reasonable person's) viewpoint.
- (d) A single or isolated incident of harassment may be severe enough to create a hostile environment. Minor slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of harassment. To violate this policy, the conduct must create a hostile environment, as described above, to a reasonable person.

(B) Reporting sex discrimination and sexual misconduct

- (1) In accordance with Title IX regulations 2020, any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.
- (2) For alleged sexual misconduct where the victim or alleged perpetrator (respondent) is a student, a potential student, an employee, or a campus visitor, any person may report the sexual misconduct to the Title IX coordinator.

- (3) In cases of alleged sexual misconduct where the victim is a minor, paragraph (D)(6) of Rule 3357:15-14-35 (Minors on Campus) imposes additional mandatory reporting obligations.
- (4) Sex discrimination and sexual misconduct must be reported to the Title IX coordinator within one hundred eighty days of the occurrence, except for good cause shown.
- (5) Any College employee or trustee who is notified of an alleged incident of sex discrimination or sexual misconduct – whether through formal or informal complaint, report, or information – that could be covered by this policy shall report such incidents to the Title IX coordinator. Failure to do so shall result in disciplinary action up to and including termination of employment. The College has designated Student Support Counselors and Interfaith Campus Ministry Staff as confidential sources who are exempt from this reporting responsibility.
- (6) If you believe that you are being harassed or retaliated against with a complaint of sexual discrimination unrelated to sexual harassment, or if you observe or are informed of someone else being subjected to such conduct, report this conduct immediately to any of the following:
 - (a) Supervisor, manager, director, department chair, dean, or vice president
 - (b) Human resources vice president, human resources generalist
 - (c) Title IX Coordinator/Title IX Deputy Coordinator
 - (d) Campus security in cases where a concern for physical safety exists

When the above individuals receive an allegation of sexual discrimination, they will promptly report or refer the matter to a human resources generalist and/or Title IX coordinator/Title IX Deputy Coordinator as appropriate to initiate a prompt and thorough investigation.

(C) Reporting to an outside agency

Persons who believe they have been subjected to sexual misconduct may also file a complaint with the U.S. Department of Education's Office for Civil Rights, Ohio Civil Rights Commission, U.S. Equal Employment Opportunity Commission, or if criminal justice action is desired, with the local law enforcement agency. Information and assistance regarding filing charges with any of the agencies may be obtained from the agency directly or from the College's Title IX Coordinator.

Internal complaints under this policy need not be exhausted before filing a complaint with an external agency.

(D) Confidentiality

To the extent possible, all information received in connection with the reporting, investigation, and resolution of allegations of sex discrimination and sexual misconduct will be treated as confidential, except to the extent it is necessary to disclose information in order to investigate the allegation, take steps to stop, prevent or address the misconduct, resolve the complaint, or when compelled to do so by law. All individuals involved in the process should observe the same standard of discretion and respect for the reputation of everyone involved in the process.

(E) Retaliation

College policy and federal, state, and local law strictly prohibit retaliation in any form against any individual in response to exercising protections or obligations under this policy.

PROCEDURE:

A complete copy of the investigation procedures involving sexual misconduct can be obtained from the Title IX Office in S104 or on the College's Title IX webpage available at <https://www.starkstate.edu/about/titleix/>.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

BLOODBORNE PATHOGENS

Policy No. 3357:15-14-16

Page 1 of 8

Effective: 10/15/2009

Revised: 01/18/2014

Revised: 02/22/2015

Revised: 06/05/2017

Revised: 06/05/2023

POLICY:

Stark State College promotes the rights of persons with communicable diseases to education and employment, while providing a safe and healthy environment for the College's students and employees. The College will make all reasonable accommodations to persons infected with Hepatitis B Virus (HBV), Hepatitis C Virus (HCV), and Human Immunodeficiency Virus (HIV) and to employ, continue to employ, and/or enroll persons so infected. As appropriate, faculty and staff will be provided training and/or information regarding bloodborne pathogens, standard precautions, and work practice controls.

The College affords a broad range of academic opportunities in diverse healthcare fields. Instruction in some healthcare fields may require communicable disease precautions against exposure to blood or body fluid, as individuals participating in some program training activities may have a risk of exposure to blood or other potentially infectious materials.

Action will be guided by the most recent medical evidence, the federal regulations of the Rehabilitation Act, state law, guidelines from the Centers for Disease Control and Prevention (CDC), the Public Health Services, the American College Health Association, the Occupational Safety and Health Administration (OSHA), and the State of Ohio Department of Health.

The College will not routinely screen all members of the College community for communicable diseases unless and until required to do so by law because communicable diseases may have different modes of transmission and should be evaluated on an individual basis.

The Federal Rehabilitation Act of 1973 prohibits discrimination against qualified individuals by employers and those who provide services with the assistance of federal funding. Under federal law, the College, as an employer and a provider of educational services, must make reasonable accommodations for handicapped individuals, including those with communicable diseases.

The College maintains standards of confidentiality regarding medical information about students or employees that are protected by the Family Educational Rights and Privacy Act of 1974 (FERPA). The Act requires that no specific or detailed information

concerning symptoms or diagnoses be provided to staff, administrators, or family members without the express written permission of the student/employee. Only individuals at the College with a legitimate need to know will have knowledge of the existence of students and/or employees with communicable diseases.

PROCEDURE:

- (A) The College will be flexible in its response to incidents of disease at the College, evaluating each occurrence in light of all applicable federal, state, and local laws, its general policy, and the latest information available. A Case Review Committee consisting of a health practitioner, the dean of the appropriate division (in cases involving students), and the Director of Human Resources will be available to meet to consider reported occurrences of bloodborne pathogens.

(B) Occupational Exposure Control Plan

The purpose of the occupational exposure control plan is to protect the health and safety of the persons directly involved in handling the materials, Stark State College personnel, and the general public by ensuring the safe handling, storage, use, processing, and disposal of infectious medical waste.

Each program or department having a greater than minimal risk of bloodborne pathogens exposure must establish its own occupational exposure control plan that would be specific to the procedures, materials, and equipment utilized. If a program or department determines that a minimal risk of bloodborne pathogens exposure is present, the following standard precautions must be taken:

Hand Hygiene:

1. During the delivery of health care or laboratory practice, avoid unnecessary touching of surfaces in close proximity to the patient to prevent both contamination of clean hands from environmental surfaces and transmission of pathogens from contaminated hands to surfaces.
2. When hands are visibly dirty, contaminated with proteinaceous material, or visibly soiled with blood or body fluids, wash hands with either a non-antimicrobial or an antimicrobial soap and water.
3. If hands are not visibly soiled, decontaminate hands as follows:
 - a. Before having direct contact with patients
 - b. After contact with blood, body fluids or excretions, mucous membranes, non-intact skin, or wound dressings
 - c. After contact with a patient's intact skin (e.g. when taking a pulse or blood pressure)
 - d. If hands are likely to move from a contaminated body site to a clean body site during patient care
 - e. After contact with inanimate objects (including medical equipment) in the immediate vicinity of the patient
 - f. After removing gloves

Note: An alcohol-based hand rub is the preferred method of decontamination.

Gloves:

1. Wear gloves when it can be reasonably anticipated that contact with blood or other potentially infectious materials, mucous membranes, non-intact skin, or potentially contaminated intact skin (e.g. stool or urine) could occur.
2. Wear gloves with fit and durability appropriate to the task.
 - a. Wear disposable medical examination gloves for providing direct patient care.
 - b. Wear disposable medical examination gloves or reusable utility gloves for cleaning the environment or medical equipment.
 - i. Utility gloves may be decontaminated for reuse if their integrity is not compromised; discard utility gloves if they show signs of cracking, peeling, tearing, puncturing, or deterioration.
 - c. Remove gloves after contact with a patient and/or surrounding environment (including medical equipment) using a proper technique to prevent hand contamination. Do not wear the same pair of gloves for the care of more than one patient. Do not wash gloves for the purpose of reuse since this practice has been associated with the transmission of pathogens.
 - d. Change gloves during patient care if the hands are likely to move from a contaminated body site to a clean body site.
 - e. Replace gloves if torn, punctured, or contaminated, or if their ability to function as a barrier is compromised.

Gowns and Eye Protection:

1. Gowns, aprons, or lab coats must be worn when splashes of body fluid on skin or clothing are possible.
2. Masks, goggles, or face shields are required when contact of mucosal membranes (eyes, mouth, or nose) with body fluids is likely to occur (e.g. splashes or aerosolization).

Safe Injection Practices:

1. Use an aseptic technique to avoid contamination of sterile injection equipment.
2. Needles, cannulae, and syringes are sterile, single-use items; they should not be reused.
3. Do not recap, bend, break, or hand manipulate used needles; if recapping is required, use a one-handed scoop technique only; use safety features where available; place used sharps in a puncture-resistant container.

Other Considerations:

1. Resuscitation equipment, pocket masks, resuscitation bags, or other ventilation equipment must be provided to eliminate the need for direct mouth-to-mouth contact. (This statement is required for groups where resuscitation is a part of their program training.)
2. All pipetting must be carried out with the aid of a rubber bulb or other vacuum assist device. Mouth pipetting is strictly forbidden.

(C) Waste Disposal Plan

1. Medical/Infectious waste must be segregated from other waste at the point of origin.
2. Medical/Infectious waste, except for sharps (e.g. razor blades, broken glass, needles, etc.) capable of puncturing or cutting, must be contained in double, disposable, red bags conspicuously labeled with the words "INFECTIOUS WASTE – BIOHAZARD."
3. Infectious sharps must be contained for disposal in leak-proof, rigid, puncture-resistant containers.

Always keep these sharps safety guidelines in mind:

- Avoid direct contact with sharps as much as possible.
 - Remember that needle sticks are the most common source of infection.
 - Always wear gloves when handling sharps.
 - Never use your hands to sweep up broken glass.
 - Use tongs or other devices – not your hands – when retrieving reusable sharps.
 - Be careful of sharps that may be hidden in patients' laundry or linen.
 - Know and observe all procedures for proper storage and disposal of sharps.
 - Always report immediately any incident involving potential exposure to bloodborne pathogens.
 - If exposed to sharps, get medical evaluation quickly.
4. Infectious waste thus contained as described in procedures (2) and (3) above must be placed in reusable or disposable leak-proof bins or barrels which must be conspicuously labeled with the words "INFECTIOUS WASTE – BIO HAZARD." These waste barrels are to be picked up regularly by an outside company licensed to handle infectious wastes.
 5. Mixed waste that includes biological/infectious waste and radioactive waste must be disinfected by a person trained in radioisotope safety and waste disposal procedures.
 6. A solution of sodium hypochlorite (household bleach) diluted 1:9 with water must be used to disinfect, following initial cleanup of a spill, with a chemical germicide approved as a hospital disinfectant. Spills must be cleaned up immediately.
 7. After removing gloves, and/or after contact with body fluids, hands and other skin surfaces must be washed thoroughly and immediately with soap or other disinfectant in warm or cold running water.
 8. Other biological wastes that do not contain radioactive or hazardous substances may be disinfected by heat and/or steam sterilization (autoclave) and then disposed of in the regular trash.
 9. Liquid biohazard waste may be disposed of in the sewage system following chemical decontamination.

10. Reusable glassware must be decontaminated with sodium hypochlorite (household bleach) solution (1:9) prior to rinsing and acid washing. Then the glassware must be sterilized in an autoclave.

Applicable supervisors must ensure that their staff is trained in proper work practices about the concept of universal precautions, about personal protective equipment, and in proper cleanup and disposal techniques.

(D) Training Plan

Pertinent students and employees will participate in a training program at no cost, during educational/work hours, and with materials appropriate to the literacy, education, and language of the employee.

The training will include:

- A copy of the standard for each employee and an explanation of the content.
- A general explanation of bloodborne pathogens and how they are transmitted.
- Explanation and access to the Exposure Control Plan including the location of incident report form(s).
- Explanation of the departmental policies on Personal Protective Equipment.
- An awareness of tasks that may involve exposure and how to avoid or minimize it.
- All pertinent Hepatitis B training.
- How to handle emergencies involving exposure.
- Explanation on biohazard labels.

(E) Post-Exposure Plan

When a student or employee is potentially exposed to bloodborne pathogens, immediate first aid care and prompt follow up by a medical professional should occur. Remember: Risk of infection is low when precautions are taken and appropriate medical follow up is obtained.

1. Stay Calm – Act Quickly.
2. Notify an instructor/supervisor immediately.
3. Immediately initiate first aid treatment.
 - Puncture Wound (sharp contaminated object, needle-stick, bite with bloody saliva)
 - a. Wash area thoroughly for 2-3 minutes with an antibacterial soap – do not squeeze area to cause to bleed.
 - b. Proceed to step 4.

- Splash exposure (body fluids splashed into the eyes, nose, mouth)
 - a. Flush area with clear water for 10 minutes.
 - b. Wash the area with antibacterial soap (where applicable).
 - c. Proceed to step 4.
 - Splash exposure (contact of blood with chapped, abraded, or otherwise non-intact skin)
 - a. Wash area thoroughly for 2-3 minutes with antibacterial soap.
 - b. Proceed to step 4.
4. The instructor or appropriate personnel will discuss the incident with the source individual and request their cooperation in being tested for Hepatitis B, Hepatitis C, and HIV. Source individuals willing to cooperate will be referred to Cleveland Clinic Mercy Hospital's Work, Health, and Safety Services or another medical facility of their choice where they will be treated appropriately.
 5. The exposed individual will complete the program - or department - specific Exposure Incident Report Form and SSC Incident Report Form as soon as practical - preferably before leaving campus. The forms should be submitted to the Program Coordinator or Department Chair and Campus Security for follow-up.
 6. The exposed individual should report to the treatment facility as soon as possible after the incident. If the source individual is known to be at high risk, the student and/or employee might be referred to the Cleveland Clinic Mercy Hospital Emergency Room or another medical facility of their choice for same day treatment.

SPECIAL NOTES:

Each program or department with a reasonable risk of bloodborne pathogens exposure will be responsible for developing program-specific procedures as determined in the program handbook. The SSC Incident Report Form can be obtained from the Security Office.

Refusal of medical follow up

If any student and/or employee with a possible exposure refuses to follow the protocol when procedures are medically indicated, no adverse action can be taken on that ground alone since the procedures are designed for the benefit of the exposed individual.

(F) Procedures for Evaluating the Circumstances Surrounding an Exposure Incident

1. The Program Coordinator, and/or Department Chair, and/or department supervisor will review the circumstances of all exposure incidents to determine:
 - a. engineering controls in use at the time
 - b. work practices followed
 - c. a description of the device being used (including type and brand)
 - d. protective equipment or clothing that was used at the time of the exposure incident (gloves, eye shields, etc.)
 - e. location of the incident
 - f. procedure being performed when the incident occurred
 - g. student/employee training
2. If revisions to the Exposure Control Plan are necessary, the Program Coordinator, Department Chair, and/or department supervisor will ensure that appropriate changes are made. (Changes may include an evaluation of safer devices, adding employees to the exposure determination list, etc.)

(G) DEFINITIONS

BIOLOGICAL HAZARD - The term biological hazard or biohazard is taken to mean any viable infectious agent (etiologic agent) that presents a risk, or a potential risk, to the well-being of humans. Each supervisor has identified the specific biological hazard associated with job, and the supervisor will arrange for training, if necessary.

BLOOD AND BODY FLUIDS – These are defined as blood, semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluids, amniotic fluid, saliva, other body fluids containing visual blood, human tissue or organs other than intact skin, HIV-containing cell or tissue cultures, organ cultures; HIV, HBV, or HCV, containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV, HBV, or HCV.

BLOODBORNE PATHOGENS – These are defined as microorganisms present in blood and able to cause disease in humans; these include but are not limited to HBV and HIV.

CONTAMINATED – This is defined as the presence or reasonably anticipated presence of blood or potentially infectious body fluid on laundry items or sharps or glassware.

ENGINEERING CONTROLS – These are defined as sharp disposable containers, self-sheathing needles that isolate or remove the bloodborne pathogens hazard.

ETIOLOGIC AGENTS - The United States Department of Health and Human Services, Public Health Service, Classification of Etiologic Agents on the Basis of Hazard is the classification system used at Stark State College for etiologic agents.

MEDICAL WASTES/INFECTIOUS WASTES – This is defined as all laboratory waste emanating from human or animal tissues, blood, or blood products or fluids; all cultures of tissues or cells of human origin or cultures of etiologic agents; specimens of human or animal parts or tissues removed by surgery, autopsy, or necropsy.

OCCUPATIONAL EXPOSURE – This is defined as reasonably anticipated skin, eye, mucous membrane, or parenteral contact that may result from the performance of an employee's duty. Parenteral means piercing the skin barrier through cuts, human bites, abrasions.

PERSONAL PROTECTIVE EQUIPMENT – This includes gloves, gowns, laboratory coats, face shields, eye protection, masks, and other devices.

POTENTIALLY INFECTIOUS MATERIALS – These are defined as the following human body fluids: semen, vaginal secretions, cerebrospinal, synovial, pericardial, pleural, peritoneal, amniotic, saliva in dental procedures, and any other body fluid in situations where it is impossible to distinguish between fluids; any unfixed tissue or organ from a dead or living human; HIV-containing cell or tissue cultures, organ cultures; and HIV- or HBV-containing culture medium.

REGULATED WASTE – This is defined as infectious waste. Any item soiled with blood or other body fluids such as sharps, clothing, and glassware. This waste must be treated as Infectious Waste.

UNIVERSAL PRECAUTIONS – This refers to a system of infectious disease control that assumes that every direct contact with body fluids is infectious and requires every employee exposed to be protected as though such body fluids were infected with bloodborne pathogens. All infectious/medical material must be handled according to Universal Precautions.

WORK PRACTICE CONTROLS – These are defined as measures that reduce likelihood of exposure, such as adherence to the practice of universal procedures, prohibiting recapping of needles or other sharps, and prohibiting pipetting or suctioning by mouth.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

CONCEALED WEAPONS

Policy No. 3357:15-14-17

Page 1 of 2

Effective: 10/15/2009

Revised: 02/22/2015

Revised: 06/03/2024

POLICY:

Except as provided in paragraph 1 below, the use, possession, or carrying of a firearm or other weapon on property owned or leased by the College, by any person other than a College Security officer, or qualified law enforcement officer as defined in Section 2901.01(A)(11) of the Ohio Revised Code, is prohibited and in violation of State Law.

PROCEDURE:

- (A) Pursuant to Ohio Revised Code Section 2923.26(B)(5), any person licensed to carry a concealed handgun may have a handgun on property owned or leased by the College ONLY if it is in a locked motor vehicle or the licensee is in the immediate process of placing the handgun in a locked motor vehicle.
- (B) Stark State College campuses lie within multiple jurisdictions, and the College recognizes that some Law Enforcement Agencies within those jurisdictions require/permit its sworn Officers that have met firearms qualification, training, and legal requirements to carry firearms while off duty.

Sworn active (not retired) off-duty law enforcement officers with current agency requirement or permission and with their agency identification and having met their agency's firearms qualification, training, and legal requirements to carry a firearm off duty are permitted to carry a firearm on a campus location that is within their law enforcement agencies' jurisdiction. Law enforcement officers who are on duty or on official business are permitted to have a firearm on campus regardless of jurisdiction.

- (C) Off-Duty Law Enforcement officers who are on a campus outside of their law enforcement jurisdiction and not on duty or on official business must comply with section (A) of this policy.
- (D) Students enrolled in the Stark State Police Officer Basic Training Program may possess UNLOADED firearms on campus when specifically directed to do so for training purposes. Weapons must be removed from campus immediately upon conclusion of the training session for which a weapon was required.

- (1) Law Enforcement students shall abide by this policy and all classroom rules concerning possessing firearms on campus and shall not carry or engage in any activity or handle any firearm in such a manner as to cause alarm or panic.
 - (2) Ohio Peace Officer Training Academy certified law enforcement instructors may possess firearms on campus when scheduled to work for Stark State College as law enforcement instructors. Unless being used in training, firearms should be concealed and not in plain view. Those instructors permitted to carry concealed firearms as active or retired peace officers shall abide by applicable laws related to carrying such firearms.
- (E) Any employee or student found to be in violation of this policy may be ordered to remove the weapon from the premises immediately, and will be subject to discipline up to and including termination for employees or dismissal for students. Any person violating this policy may be subject to arrest or criminal prosecution.
- (F) Open carry of a firearm by the general public is legally permissible in public spaces (see restriction details below). The 2nd Amendment of the U.S. Constitution allows citizens to carry and openly wear visible firearms in public spaces unless that space is specifically forbidden under State Law. Restrictions to open carry at Stark State College include the following:
- (1) Firearms are prohibited in all campus buildings.
 - (2) Stark State College students, faculty, and staff who are not authorized are not permitted to carry or possess firearms on campus*.
 - (3) In accordance with Ohio Law, Stark State College forbids anyone to open carry certain types of firearms such as fully automatic weapons.

*Stark State College has the legal right to be more restrictive than State law, which means that while particular conduct may be legal, it is still a violation of the student code of conduct or employment policies to possess firearms on campus. Violation of these policies may result in internal discipline, including termination from employment or expulsion from the College.

- (G) Exceptions outside of this policy must be approved by the Chief of Security.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

CORRECTIVE ACTION AND DISCIPLINE

Policy No. 3357:15-14-18

Page 1 of 4

Effective: 10/15/2009

Revised: 08/27/2012

Revised: 02/22/2015

Revised: 5/29/2020

Revised: 06/05/2023

POLICY:

- (A) The policy provides a mechanism for maintenance of stable working conditions according to the Policies and Procedures of the College. Disciplinary interventions should focus on modifying and correcting employee behavior and deterring the employee from repeating past problem behavior.
- (B) Corrective action and discipline should impose the least severe action necessary to correct the undesirable behavior. Stark State College reserves the right to combine or skip steps in the corrective action and disciplinary procedure depending upon the facts of each situation and the nature of the offense. The level of disciplinary intervention may vary based on the totality of circumstances. Discipline must consider past practice and equitable treatment, and it must meet the test of just cause.
- (C) Disciplinary intervention can be taken to correct problems including, but not limited to, unsatisfactory work performance, insubordination, behavior and conduct infractions, absenteeism and tardiness, negligence, violation of the College's rules and Policies and Procedures, and illegal activity.
- (D) To promote safety and security, mitigate potential risks, and maintain the integrity of the College, we require employees to self-disclose any arrests and convictions (outside of minor misdemeanor traffic citations) during their employment to the Vice President of Human Resources or their applicable executive council member. This must be done no later than five calendar days after the arrest or conviction, so the College can conduct an independent review of their continued suitability for employment.

Disclosing an arrest or conviction does not automatically impact an employee's eligibility for employment with the College. Continued employment depends on a variety of factors such as violations of College policy; the employee's past disciplinary record; and the nature and gravity of, and circumstances surrounding, the arrest or conviction, including the employee's truthfulness and completeness in disclosing the information in a timely manner.

PROCEDURE:

- (A) Supervisory Conference: The problem(s) will first be brought to the employee's attention in a supervisory conference between the employee and the supervisor. This initial meeting is not considered part of the formal corrective action and discipline procedure. During this conference, the supervisor will make sure the employee is aware of the problem and its negative impact. The supervisor will impress upon the employee the necessity of correcting the problem and inform the employee that the meeting is a supervisory conference. At this conference, the employee will have the opportunity to state their point of view.
- (B) Formal Discipline System
 - (1) If the problem is not resolved through this supervisory conference, or if the problem is of a serious nature, the supervisor may institute a formal disciplinary intervention. The formal disciplinary process may include a documented verbal reprimand; a written reprimand; a suspension, including a final written reprimand; and/or termination of employment. Discipline should be administered at the minimum level necessary to bring about correction of the problem. The level of discipline administered is at the sole discretion of the College. If the problem is not corrected, more severe action will be taken up to and including termination.
 - (2) The violation of some rules is so extreme that outright discharge is necessary and justified. These violations include, but are not necessarily limited to, theft; on the job substance abuse; the unlawful possession, use, or distribution of illicit drugs, a controlled substance, and/or alcohol; willful destruction of College property; falsification of college records; unauthorized possession of firearms on campus; and other illegal activity.
 - (3) Supervisors must consult with the Human Resources Department prior to initiating the formal disciplinary process. The employee will be informed of a formal disciplinary intervention, both verbally and in writing, within ten business

days after the disciplinary decision has been proposed.

Supervisors must maintain written documentation at each stage of the disciplinary process. This documentation must be sent to Human Resources within two business days of the meeting with the employee. A standard format provided by the Office of Human Resources and approved by the President shall be used for the report. Human Resources will maintain all written correspondence in the employee's personnel file.

- (4) The employee may appeal a disciplinary action through the College's grievance procedure only if the disciplinary action violates the College's rules, policies and procedures, or other accepted practices of the College.
- (5) The following are the steps in the formal discipline system:
 - (a) Step 1 – Documented Verbal Reprimand and a Timeline (if appropriate): A documented verbal reprimand is the first step in the formal disciplinary process. The verbal reprimand must state the nature of the current problem, describe the supervisor's expectations, and point to future disciplinary intervention if improvement does not occur. The supervisor will document the occurrence of the documented verbal reprimand, and it will be submitted to Human Resources to retain in the employee's personnel file.
 - (b) Step 2 – Written Reprimand and a Timeline (if appropriate): A written reprimand is a formal notice that a serious infraction has occurred or that the employee has not corrected a problem outlined in a previously documented verbal reprimand. Additional disciplinary intervention may be taken consistent with the College's Policy and Procedures and any applicable existing contract provisions. It also aims to gain the employee's agreement that the problem will be corrected and will not recur. The written reprimand will be signed by the supervisor and the employee and will be placed in the employee's personnel file.

- (c) Step 3 – Suspension/Final Written Reprimand: A suspension with or without pay may be incorporated into the plan to address the disciplinary intervention. This step may occur when the division management and Human Resources suspect an employee of a severe infraction of the policy and procedures, rules, or accepted practices of the College, or a repeated infraction which has been previously addressed. The final written reprimand is the final step between the College and the employee regarding sustainable improved behavior. It is a notice to the employee that they must reform their actions and behavior or face discharge. The College will provide the employee with notice of the evidence against him or her and an opportunity to respond to the allegations.
- (d) Step 4 – Termination: Termination is the final step in the disciplinary process. It will occur when the employee has not resolved the problem during the previous steps or when the violation, at the sole discretion of the College, is so extreme that outright discharge without going through some or all of the previous steps is necessary and justified. In all instances where disciplinary intervention could result in Termination, the College will provide the employee with notice of the evidence against him or her and an opportunity to respond to the allegations. All termination requests will undergo a final review by the Human Resources Department. The employee must be officially notified in writing of the termination by the Human Resources Department. Terminated employees must return all College property to their immediate supervisor, Human Resources, or security.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

PAY DURING EMERGENCY SCHOOL CLOSING

Effective: 10/15/2009

Policy No. 3357:15-14-19

Revised: 02/22/2015

Page 1 of 2

Revised: 5/29/2020

POLICY:

This policy applies when the College is closed or any of its locations are closed for a protracted period of time (e.g. 24 hours) due to an event beyond its control. If only one area or location of the College is affected, then this policy applies only to employees scheduled to work in that area or location.

PROCEDURE:

- (A) When the College is closed for a protracted period of time (e.g. 24 hours) due to an event beyond its control the following groups of employees will be paid their normal pay for the period of this closure:
- (1) Benefit-eligible employees (i.e. employees that accumulate vacation, sick and personal time).
 - (2) Adjunct faculty (except faculty teaching continuing education or workforce training courses) working under an instructional contract.
 - (3) Interpreters will receive two hours of pay if the cancellation is less than a 24-hour notice.
- (B) Adjunct faculty teaching a continuing education or workforce training course will not receive pay for the period of the closure. If the course is rescheduled they would receive pay for the course when it is taught.
- (C) Student workers, irregular employees, part-time employees that are not benefit-eligible, and faculty not working under an instructional contract will not receive pay for the period of the closure.
- (D) Non-exempt employees (hourly and technical/paraprofessional):
- (1) Non-exempt employees will be compensated for a regularly scheduled work day during an emergency closure. Employees who are not scheduled to work during the closure will not be paid. If employees are required to work during the closure, they are paid for their regular shift plus compensated for actual hours worked during the closure.

- (2) Overtime compensation or comp time for non-exempt employees will only be granted if the non-exempt employee exceeds 40 hours in the work week. The time period not worked but paid due to the closure would be included in the 40-hour week as time worked for calculating overtime.
- (E) Exempt employees. Exempt employees receive their normal pay for the period. If they are required to work during the closure, they receive no additional pay for hours that they actually work.
- (F) Benefit-eligible employees who had previously requested vacation, personal time, or non-extended sick leave will be paid for the time of the closure period; no time will be deducted from their vacation, personal leave, or sick leave accounts for the closure period. Employees on extended sick leave (where the sick leave period is more than five contiguous working days during which time the closure occurs) will be charged with sick time for the closure period.
- (G) When the College is closed for an extended period of time (e.g. more than 24 hours) due to an event beyond its control, the administration may deviate from the practice defined above.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

PROPERTY USE POLICY

Policy No. 3357:15-14-20

Page 1 of 4

Effective: 10/15/2009

Revised: 02/22/2015

Revised: 05/29/2015

Revised: 06/03/2019

Revised: 06/03/2024

POLICY:

All forms of property (including equipment, facilities, supplies, and services) purchased with Stark State College funds are intended for College business only. The use of College property must be consistent with the mission and goals of the institution. Property used by departments or divisions belongs to the College as a whole and not to any department or division to which it has been assigned. Under no circumstances is an employee of the College authorized to engage in any activity that is illegal under local, state, federal, or international law while utilizing the College's owned resources.

PROCEDURE:

(A) The College obtains and provides equipment for its employees only for the purpose of executing work assignments and work-related responsibilities. All College equipment, whether assigned to a particular employee, office, instructional area, or off-campus location, is to be used only for College activities. Except as described herein, employees are not authorized to use College property for personal or non-College business purposes, and College-owned property and the facilities shall not be used to bring personal profit to any employee of the College.

- (1) If College equipment needs to be taken off-site for business use, approval of the immediate supervisor is needed. Permission is implied for an employee who is granted authorization for a laptop or tablet, as the expectation is that this equipment will be mobile and used for work-related assignments and responsibilities.
- (2) College employees shall be held accountable for any damage resulting from their negligence to property assigned to them and shall not lend such property or permit property to pass out of the control of a College employee.

(B) Use of College Equipment

- (1) Desktop Telephones
 - (a) Use of College telephones for personal matters should be limited, whether these calls are incoming or outgoing. Personal telephone calls burden the computerized

telephone system and take up employees' valuable work time.

- (b) Personal long-distance telephone calls are not to be charged to College telephones. College employees shall use a personal calling card, credit card, or personal cell phone if it is necessary to make a personal long-distance call at work.

(2) Cellular Telephones

- (a) The College may provide cellular telephone, data, and/or text service for employees whose duties and responsibilities require wireless access for College business. The College requires all employees to comply with all applicable laws while driving. Cellular phones should not be used in a manner that interferes with the safe operation of a state-owned vehicle, rented vehicle, or personal vehicle on College business. Requests for a College-provided cell phone are made through the completion of the Cell Phone Request Form. The appropriate level of cellular phone service is determined by the department and the College's needs, employee's duties, and available funding. College-provided cellular telephone, data, and/or text service is intended for College-related business purposes. Use of College-provided cellular telephone, data, and/or text service for personal matters should be limited, whether these calls are incoming or outgoing. International telephone calls are not to be charged to College-provided cellular telephones unless business needs require them.
- (b) College-provided cellular telephones must meet the standards established by the Information Technology Department and must be acquired in accordance with the College's purchasing procedures. A representative from the Information Technology Department will manage all cellular phone acquisitions. An annual review of the business need for employees to retain a College-provided cell phone must be completed by the applicable Executive Council member before the beginning of each fiscal year. Any device which connects to the College information service must also contain security such as password activation. If said device were to become lost

or stolen, it is the responsibility of the individual who connected the device to contact the Help Desk immediately to safeguard the information stored therein.

- (c) Monthly billing for cellular services will be reviewed and authorized for payment by the Information Technology Department.
- (d) A representative from the Information Technology Department and the Comptroller's office will review individual usage and adjust cellular plans to assure that the College is enrolled in the appropriate plan.
- (e) If a College employee's job duties do not include the frequent need for wireless telephone, data, and text services, then the employee is not eligible for a College-provided cell phone.

(3) Computer and Network Resources

Computer resources of Stark State College are provided solely for the following: currently registered students, authorized faculty and staff, and authorized agents of the College; performing activities for the benefit of or with respect to the instructional or administrative missions of the College. Section 3357:15-15-05 of the College's Policies and Procedures Manual outlines the policy on the responsible use of College computer resources.

(4) Vehicles

- (a) A number of motor vehicles are owned by Stark State College. These vehicles are made available to employees in order to facilitate the official business of the College. It is the responsibility of all employees who use College vehicles to insure the efficient and economical utilization of such vehicles.
- (b) College-owned vehicles are not to be driven for personal use, unless approved by the College Board of Trustees. Employees may be required to drive their personal vehicle or a rental vehicle for College business. Any employee driving a College-owned, rental, or personal

vehicle on College business must have a valid driver's license and proof of insurance, as required by Ohio law.

(5) Office and Classroom Furniture

Office and classroom furniture (including, but not limited to, desks, chairs, and tables) are the property of the College and may not be used for personal use.

(6) Copiers/Facsimile Machine

Personal use of College copiers, facsimile machines, and scanners is prohibited without supervisory approval. If approval is obtained, College employees are charged the actual cost of making copies. Faxed documents are charged \$2.00 for the first page and \$1.00 per each subsequent page thereafter. Fees are payable at the Business Office.

(7) Other Equipment

Personal use of College equipment or supplies, (including but not limited to, postage meter, scanners, audiovisual equipment, tools, and other equipment and supplies) is prohibited.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

INITIAL EMPLOYMENT

Policy No. 3357:15-14-21

Page 1 of 2

Effective: 06/04/2012

Revised: 02/22/2015

Revised: 06/03/2019

Revised: 06/02/2025

POLICY:

- (A) The initial employment period for Stark State College contract employees (excluding adjunct faculty) begins with the first day of employment and concludes no later than April 5 of the fiscal year for which the current signed employee contract is in effect.

Guidelines

- (1) Human Resources will provide the supervisor with the job description/job posting as well as the Initial Employment Policy for all new hires at the time of hire.
 - (2) The supervisor will provide expectations for performance at the time of hire. This will include providing the evaluation form at the time of hire through the onboarding portal.
 - (3) An employee may be notified of non-renewal of a contract at any time during the initial employment period if the supervisor concludes that the employee is not progressing or performing acceptably.
 - (4) Under appropriate circumstances, the initial employment period may be extended at the discretion of the supervisor and in conjunction with Human Resources.
 - (5) During the initial employment period, and at the end of the initial employment period, the supervisor and the employee will discuss the employee's performance.
 - (6) Provided the job performance "meets expectations," the employee will continue employment under the conditions of the current contract.
- (B) The initial employment period for Stark State College non-contract employees begins with the first day of employment and concludes on the ninetieth (90th) calendar day of employment.

Guidelines

- (1) Human Resources will provide the supervisor with the job description/job posting as well as the Initial Employment Policy for all new hires at the time of hire.
- (2) The supervisor will provide expectations for performance at the time of hire. This will include providing the evaluation form at the time of hire through the onboarding portal.
- (3) An employee may be discharged at any time during the initial employment period if the supervisor concludes that the employee is not progressing or performing acceptably.
- (4) Under appropriate circumstances, the initial employment period may be extended at the discretion of the supervisor and in conjunction with Human Resources.
- (5) During the initial employment period and at the end of the initial employment period, the supervisor will provide a work review for the employee.
- (6) Provided the job performance “meets expectations,” the employee will continue employment under the conditions of the current work agreement.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

PERSONAL PROPERTY

Policy No. 3357:15-14-22

Page 1 of 1

Effective: 04/01/2012

Revised: 02/22/2015

Revised: 06/03/2024

POLICY:

Faculty, staff, students, visitors, and guests are responsible for any personal items brought to the College or off-campus sites. The College will not be responsible for replacing or paying for damaged or stolen items.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

EQUAL EMPLOYMENT OPPORTUNITY

Policy No. 3357:15-14-23

Page 1 of 1

Effective:11/23/2010

Revised: 05/17/2012

Revised: 06/19/2013

Revised: 02/22/2015

Revised: 06/03/2019

Revised: 03/01/2023

Revised: 08/01/2025

Revised: 06/01/2026

POLICY:

- (A) It is the policy of Stark State College to ensure equal employment opportunity in accordance with the Ohio Revised Code and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants 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 is illegal.
- (B) Stark State College employees and applicants are also protected from retaliation. Retaliation is any adverse action taken against an individual because the individual is engaged in a protected activity related to discrimination. Protected activities include, but are not limited to, reporting or opposing discrimination or harassment, filing a complaint, requesting reasonable accommodation, or participating in an investigation. Retaliation may occur through direct or indirect actions and is prohibited regardless of whether the underlying complaint is ultimately substantiated.
- (C) Persons who believe that Stark State College has discriminated against them may file a discrimination complaint with Melissa Glanz, Vice President of Human Resources. The Human Resources representative has full authority to manage Equal Employment Opportunity (EEO) issues involving discrimination.
- (D) Point of contact to file allegations of discrimination:

Melissa Glanz, Vice President of Human Resources
Location: 6200 Frank Ave. N.W.; North Canton, Ohio 44720
Phone Number: 330.494.6170 ext. 4276
E-mail Address: mglanz@starkstate.edu

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

FAMILY AND MEDICAL LEAVE

Policy No. 3357:15-14-24

Page 1 of 9

Effective: 01/01/2013

Revised: 03/23/2015

Revised: 06/03/2019

Revised: 05/29/2020

Revised: 06/02/2025

POLICY:

Pursuant to the Family and Medical Leave Act (FMLA) of 1993 (as amended), Stark State College will grant up to 12 weeks of job-protected leave (or up to 26 weeks of military caregiver leave to care for a covered service member with a serious health condition) during a rolling 12-month review period to eligible employees. The leave may be paid, unpaid, or a combination of paid and unpaid leave, depending on the circumstances of the leave and as specified in this policy.

- (A) Eligibility: To qualify to take Family Medical Leave (FML) under this policy, the employee must meet all of the following conditions:
- (1) The employee must have worked for the College for 12 months or 52 weeks. The 12 months or 52 weeks need not have been consecutive. Separate periods of employment will be counted, provided that the break in service does not exceed seven years. Separate periods of employment will be counted if the break in service exceeds seven years due to National Guard or Reserve military service obligations or when there is a written agreement, including a collective bargaining agreement, stating the College's intention to rehire the employee after the service break. For eligibility purposes, an employee will be considered to have been employed for an entire week even if the employee was on the payroll for only part of a week or if the employee is on authorized leave during the week.
 - (2) The employee must have worked at least 1,250 hours during the 12-month period immediately before the date when the leave is requested to commence. Hours spent on paid or unpaid FML are not counted as hours worked in determining the 1,250 hours eligibility test for an employee under the FMLA.
- (B) Eligible employees are entitled to 12 weeks of unpaid FML each year for the following qualifying events (Note: Military caregiver FML is 26 weeks):
- (1) The birth of a child and to bond with the newborn child within one year of birth;

- (2) The placement with the employee of a child for adoption or foster care and to bond with the newly placed child within one year of placement;
- (3) To care for an immediate family member, i.e., spouse, child, parent who has a serious health condition;
- (4) A serious health condition that makes the employee unable to perform the essential functions of his or her job;
- (5) Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on covered active duty or called to covered duty status as a member of National Guard, Reserves, or Regular Armed Forces; or
- (6) Twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

(C) Amount of Leave

- (1) An eligible employee can take up to 12 weeks for the FML circumstances (1) through (6) above. Under this policy, Stark State College uses a rolling 12-month review period beginning with the first instance of FML.
- (2) Each time an employee takes FML, the College will compute the amount of leave the employee has taken under this policy in the last 12 months and subtract it from the 12 weeks of available leave, and the balance remaining is the amount the employee is entitled to take at that time.
- (3) If two Stark State College employees request to take FML for the birth of the same child, adoption, or placement of the same child in foster care, or to care for the same parent with a serious health condition, the employees may only take a combined total of 12 weeks of FML. If the employees request to take FML to care for the same covered injured or ill service member, the employees may only take a combined total of 26 weeks of FML.

(D) Employee Status and Benefits during FML

- (1) While an employee is on unpaid leave, the College will continue all enrolled benefits during the unpaid FML period at the same level and under the same conditions as if the employee had continued to work. If the employee does not return to work, the College will require the employee to reimburse the College for the amount it paid for the employee's portion of the continuation of all enrolled benefits during the unpaid FML period.
- (2) If the employee returns to work, the College will deduct the amount paid for the employee's portion of the continuation of all enrolled benefits during the unpaid FML period from the employee's pay.

(E) Employee Status after Leave

- (1) An employee who takes leave under this policy may be required to provide a fitness for duty (FFD) clearance from the health care provider.
- (2) Generally, an employee who takes FML will be able to return to the same position or a position with equivalent status, pay, benefits, and other employment terms. The position will be the same or one which is virtually identical in terms of pay, benefits, and working conditions. The College may choose to exempt certain key employees from this requirement and not return them to the same or similar position.

(F) Disability Leave/Workers' Compensation

Instances in which an employee concurrently uses vacation, personal, or sick leave during periods when the employee is receiving partial pay under disability leave or workers' compensation will be handled pursuant to federal regulations.

(G) Intermittent Leave or a Reduced Work Schedule

- (1) The employee may take FML in 12 consecutive weeks, may use the leave intermittently (take a day periodically when needed over the year) or, under certain circumstances, may use the leave to reduce the workweek or workday, resulting in a reduced hour schedule. In all cases, the leave may not exceed a total of 12 workweeks (or 26 workweeks when authorized under the military caregiver leave provisions). The College may temporarily transfer an employee to an available alternative position with equivalent pay and benefits if the

alternative position would better accommodate the intermittent or reduced schedule, in instances where leave for the employee or employee's immediate family member is foreseeable and for planned medical treatment, including recovery from a serious health condition or to care for a child after birth, or placement for adoption or foster care.

- (2) For the birth, bonding, adoption, or foster care of a child, the College and the employee must mutually agree to the schedule before the employee may take the leave intermittently or work a reduced hour schedule. Leave for birth, bonding, adoption, or foster care of a child must be taken within one year of the birth or placement of the child.
- (3) If the employee is taking leave for a serious health condition or due to the serious health condition of an immediate family member, the employee should try to reach agreement with the College before taking intermittent leave or working a reduced hour schedule. If this is not possible, the employee may be asked to provide documentation confirming the leave is medically necessary.

(H) Certification of a Qualifying Event

- (1) A request for FML must be substantiated with satisfactory certification provided within 15 calendar days of the request for leave. If the leave is due to a serious health condition of the employee, employee's immediate family member, or covered service member, certification must be submitted by an appropriate health care provider. Certification must be provided on the proper form available in the Human Resources Department. If the leave is due to adoption, foster care placement, active duty leave, or covered active duty leave, documentation must be submitted from the appropriate agency.
- (2) If the College has sufficient information to designate the leave as FMLA leave immediately after receiving notice of the employee's need for leave, the College may provide the employee with the designation notice at that time.
- (3) The College reserves the right to request a second opinion if the validity of the certification is questioned. This is done at the College's selection and expense.
- (4) If necessary, to resolve a conflict between the original certification and the second opinion, the College and the

employee will mutually select a third health care provider at the College's expense. This third opinion will be considered final. The employee will be provisionally entitled to leave and benefits under the FML pending the second and/or third opinion. The College may deny FML to an employee who refuses to release relevant medical records to the health care provider designated to provide a second or third opinion.

- (5) The College will require certification of the qualifying exigency for military family leave. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a delay or denial of leave.
- (6) The College will require certification for the serious injury or illness of the covered service member. The employee must respond to such a request within 15 days of the request or provide a reasonable explanation for the delay. Failure to provide certification may result in a delay or denial of leave.
- (7) The College may request recertification for the serious health condition of the employee or the employee's immediate family member, no more frequently than every thirty days and only when circumstances have changed significantly, or if the College receives information casting doubt on the reason given for the absence, or if the employee seeks an extension of their leave. Otherwise, the College may request recertification for the serious health condition of the employee or the employee's immediate family member every six months in connection with an FML absence. In no instance will leave of any type extend beyond one calendar year. In compliance with HIPAA Medical Privacy Rules, the College will obtain the employee or the employee's immediate family member's permission to obtain clarification on any individually identifiable health information in the case of recertification.
- (8) Per the FMLA, the College is required to maintain records and documents relating to FMLA medical certifications and recertifications of employees or their family members as confidential medical records.
- (9) Failure to comply with the College's request for documentation may result in discipline. The College will refer to the Corrective Action and Discipline policy in these situations.

DEFINITIONS - For purposes of this policy, the following definitions shall apply:

Covered active duty	In the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; in the case of a member of a Reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in section 101(a)(13)(B) of title 10, United States Code.
Covered service member	A member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of five years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.
Immediate family member	Spouse; parent; biological, adopted, or foster child; stepchild; and the child of an employee standing in loco parentis. Spouse means a husband or wife as defined or recognized in the state where the individual is married, including common law marriage and same-sex marriage. Parent means a biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to the employee when the employee was a child. This term does not include “parents-in-law.” Son or Daughter means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis, who is under 18 years of age or who is 18 years of age or older and incapable of self-care because of a mental or physical disability at the time that FML is to commence. For military caregiver or qualifying exigency leaves, the covered son or daughter may be of any age. A parent will be entitled to take FML to care for a son or daughter 18 years of age or older, if the adult son or daughter:

	(1) has a disability as defined by the Americans with Disabilities Act (ADA) at the time the leave is to commence; (2) is incapable of self-care due to that disability; (3) has a serious health condition; and (4) is in need of care due to the serious health condition. It is only when all four requirements are met that an eligible employee is entitled to family medical protected leave to care for their adult son or daughter.
Next of kin	The closest blood relative of the injured or recovering service member.
Qualifying exigency	1. Issues arising from the military member's short notice deployment (i.e., deployment within seven or less days of notice). For a period of up to seven days from the day the military member receives notice of deployment, an employee may take qualifying exigency leave to address any issue that arises from the short-notice deployment. 2. Attending military events and related activities, such as official ceremonies, programs, events and informational briefings, or family support or assistance programs sponsored by the military, military service organizations, or the American Red Cross that are related to the member's deployment. 3. Certain childcare and related activities arising from the military member's covered active duty, including arranging for alternative childcare, providing childcare on a non-routine, urgent, immediate need basis, enrolling in or transferring a child to a new school or day care facility. 4. Certain activities arising from the military member's covered active duty related to care of the military member's parent who is incapable of self-care, such as arranging for alternative care, providing care on a non-routine, urgent, immediate need basis, admitting or transferring a parent to a new care facility, and attending certain meetings with staff at a care facility, such as meetings with hospice or social service providers. 5. Making or updating financial and legal arrangements to address a military member's absence while on covered active duty, including preparing and executing financial and healthcare powers of attorney, enrolling in the

	Defense Enrollment Eligibility Reporting System (DEERS), or obtaining military identification cards. 6. Attending counseling for the employee, the military member, or the child of the military member when the need for that counseling arises from the covered active duty of the military member and is provided by someone other than a health care provider. 7. Taking up to 15 calendar days of leave to spend time with a military member who is on short-term, temporary Rest and Recuperation leave during deployment. The employee's leave for this reason must be taken while the military member is on Rest and Recuperation leave. 8. Certain post-deployment activities within ninety days of the end of the military member's covered active duty, including attending arrival ceremonies, reintegration briefings and events, and other official ceremonies or programs sponsored by the military, and addressing issues arising from the death of a military member, including attending the funeral. 9. Any other event that the employee and College employer agrees is a qualifying exigency.
Serious health condition	FMLA divides serious health conditions for which FML may be taken into these four categories: 1. conditions requiring an overnight stay in a hospital or other medical care facility; 2. conditions that incapacitate you or your family member (for example, unable to work or attend school) for more than three consecutive days and have ongoing medical treatment (either multiple appointments with a health care provider, or a single appointment and follow-up care such as prescription medication); 3. chronic conditions that cause occasional periods when you or your family member are incapacitated and require treatment by a health care provider at least twice a year; and 4. pregnancy (including prenatal medical appointments, incapacity due to morning sickness, and medically required bed rest).

Serious injury or illness in the case of member of armed forces	In the case of a member of the Armed Forces (including a member of the National Guard or Reserves), means an injury or illness that was incurred by the member in line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating. In the case of a veteran who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during a period when the person was a covered service member, means a qualifying (as defined by the Secretary of Labor) injury or illness that was incurred by the member in line of duty on active duty in the Armed Forces (or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.
--	--

PROCEDURE:

- (A) In order for the College to comply with federal law, supervisors are required to notify Human Resources, within three business days, when they become aware of an employee's qualifying event.
- (B) Human Resources will notify the employee within five business days of their eligibility to take FMLA.
- (C) All employees requesting FML must provide written notice of the need for the leave to the Human Resources Department. When the need for the leave is foreseeable, the employee must provide the College with at least thirty days' notice. When an employee becomes aware of a need for FML less than thirty days in advance, the employee must provide notice of the need for the leave as soon as practical.
- (D) If an employee is granted FML, the employee will be asked to report periodically on the employee's status and intent to return to work.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

WHISTLEBLOWER

Policy No.: 3357:15-14-25

Page 1 of 3

Effective: 10/16/2013

Revised: 02/22/2015

Revised: 05/29/2020

Revised: 06/03/2024

POLICY:

- (A) A whistleblower, as defined by this policy, is an employee of Stark State College who reports an activity that they consider illegal, fraudulent, or unethical to one or more of the parties specified in this policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.
- (B) Examples of illegal or fraudulent activities include violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting. Although the College encourages employees to report concerns to their immediate supervisor, there are times when an employee may feel it is necessary to report a concern outside of the traditional reporting mechanism. The College has adopted a whistleblower policy for these instances.
- (C) Whistleblower protections are provided in two important areas: confidentiality and protection against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. The College will not retaliate against a whistleblower or any participants in the investigation. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action – such as termination, compensation decreases, or poor work assignments – and threats of physical harm. Any whistleblower or participant in an investigation who believes they are being retaliated against must contact the Vice President of Human Resources immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.
- (D) All reports of illegal, fraudulent, and unethical activities will be promptly submitted to the Human Resources Department, which is responsible for investigating and coordinating corrective action, if needed. Any employee who knowingly makes a false allegation of misconduct or retaliation will be subject to disciplinary action up to and including termination of employment. This policy is not in conjunction with, and will not replace or supersede, federal and/or state whistleblower policies.

PROCEDURE:

- (A) Employees should share their questions, concerns, or complaints with an individual who can address them properly. In many cases, the employee's supervisor is in the best position to address an area of concern. If an individual is not comfortable speaking with the supervisor, or is not satisfied with the supervisor's response, they should complete the Whistleblower Report Form and submit the completed form to one of the following:
 - (1) Human Resources Generalists
 - (2) Executive Council Member
 - (3) Appropriate Faculty or Staff Association President
- (B) All concerns will then be provided to the Vice President of Human Resources, who will designate an investigator and/or address the concern as appropriate.
- (C) Steps:
 - (1) The Whistleblower Report Form should be completed within 90 calendar days from when the whistleblower became aware of the incident.
 - (2) The formal complaint must be submitted on the College's Whistleblower Report Form and should state the facts of the complaint; the policy, procedure, or law allegedly violated; and the specific remedy sought.
 - (3) The investigator shall notify the appropriate Executive Council Member of the concern in their division within five business days of receipt. If the concern is against an Executive Council Member, then the President will be notified.
 - (4) The investigator will conduct a formal conference with the employee filing the concern, if not anonymously filed, within five business days of receiving the complaint.

- (5) The investigator will provide a status update to the appropriate Executive Council Member within 10 business days of receipt.
- (6) All reports will be promptly investigated within 30 calendar days of receipt of the Whistleblower Report Form. Appropriate corrective action will be taken if warranted by the investigation.
- (7) The investigator will prepare a summary of their investigation and findings to be shared with the complainant, if not anonymous, Respondent, Vice President of Human Resources, and Executive Council Member.

(D) Confidentiality:

Confidentiality will be maintained to the extent possible while remaining consistent with the need to conduct an appropriate investigation, provide due process, and adhere to Ohio Sunshine Law requirements regarding public records.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

**CONFLICT OF INTEREST/COMMITMENT FOR OUTSIDE
ACTIVITIES**

Policy No. 3357:15-14-26
Page 1 of 2

Effective: 07/01/2014

Revised: 06/07/2021

Revised: 06/01/2026

POLICY:

Full-time employees of Stark State College are obligated to devote their working time and efforts primarily to College activities. Given that the College allows and encourages outside activities and relationships that enhance the mission of the College, potential conflicts of interest and commitment may occur. Outside activities should not, however, interfere with an individual's College obligations. Faculty and staff must not use their official College positions for influence or gain. Prior approval from the employee's supervisor and Director/Dean is required for any earned compensation outside of the College.

- (A) Outside activities must not interfere with the employee's College duties or conflict with the employee's College assignments and must take place outside of the employee's designated work time.
- (B) Employees must not use the College name, logos, facilities, email, equipment, or work time to conduct outside business or employment unless explicitly approved in writing. College affiliation should not be used to imply College endorsement of outside activities. Employees of the College may not use their position as an employee of the College for personal gain or to enhance the business opportunities of another individual, company, or organization.
- (C) Employees are responsible for disclosing potential conflicts of interest or commitment as soon as they arise. Failure to disclose or to obtain required approvals may result in disciplinary action up to and including termination, consistent with college policy and applicable law.
- (D) Activities outside of the College shall not result in a conflict of interest or the appearance of such.

DEFINITIONS:

Conflict of Commitment – A situation in which an employee's outside activities, paid or unpaid, interfere with the employee's ability to meet their obligations to the College. This may include time conflicts, reduced availability, or diminished performance of assigned duties.

Conflict of Interest – A conflict of interest exists if financial interests or other opportunities for personal benefit may exert a substantial and improper influence

upon an employee's professional judgment in exercising College duties or responsibilities.

Earned Compensation – Wages, salaries, tips, and other taxable pay.

Outside Activities – Outside activities are defined as entrepreneurial or professional services, paid or unpaid. Examples are:

- engaging in outside consulting activity
- management and oversight of any private businesses
- announcement as a political candidate

Approved work activities that serve to enhance the College, such as serving on accreditation teams and volunteer work in the community, will not be subject to this provision. Prior approval must be obtained from the employee's dean/director to participate in outside activities during work time.

PROCEDURE:

(A) The employee's dean/director/immediate supervisor is responsible for approving requests in compliance with Ohio Ethics Law and Stark State College Policies and Procedures. The dean/director/immediate supervisor will seek assistance from applicable college personnel, including the Human Resources Department. If the request does not align with commonly approved requests and/or when they are unsure of the implications of the request, the employee's dean/director/immediate supervisor will consult with Human Resources.

(1) Written approval for outside employment or compensated activities must be obtained annually using the Potential Conflict of Interest/Commitment Disclosure Form and filed with Human Resources. Any material change in an outside activity or compensation during the year requires a new disclosure and approval. Human Resources will keep a written record of all requests in the employee's personnel file.

(B) The College's grievance procedure will be utilized to address concerns regarding the administration of this policy.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

CODE OF ETHICS AND PROFESSIONAL BEHAVIOR

Policy No.: 3357:15-14-27

Page 1 of 4

Effective: 07/01/2014

Revised: 02/22/2015

Revised: 06/03/2024

Revised: 06/01/2026

POLICY:

Stark State College is committed to providing quality, high-value education. When administration, faculty, and staff act by ethical principles, institutional quality and excellence are enhanced, and ultimately students are better served. Our first priority is serving and educating our students. Employees are required to act ethically in accordance with the Ohio Ethics Laws. Actions that constitute breaches or flagrant violations of the expectations as defined in this policy may result in disciplinary action and/or termination of employment.

EMPLOYEE EXPECTATIONS OF PROFESSIONAL BEHAVIOR AND ETHICS:

- (A) Support the College's mission, vision, and values - Employees must perform their duties ethically and professionally according to established policies, procedures, and regulations.
- (B) Maintain a professional demeanor – Employees are expected to maintain a professional demeanor and conduct themselves in a manner that upholds the values of the College. Employees will adhere to the lawful instructions and directions of their supervisors and other College officials who are performing duties within their official capacities.
- (C) Uphold the dignity and well-being of others - Employees must exhibit respect, dignity, and empathy towards all campus and external community members. They are required to engage in constructive dialogue and conduct themselves with civility in all interactions. Any form of purposeful threat, harassment, accosting, demeaning behavior, use of abusive language, or lewd behavior is strictly prohibited.
- (D) Prohibit discrimination – Employees are to respect the differences in people, ideas, and opinions. Employees will support equal rights and opportunities for all. Employees will foster an appreciation for other cultures and one's cultural background and will act civilly at all times.
- (E) Preserve personal and professional integrity and accountability – Employees are expected to uphold honesty, confidentiality, transparency, fiscal responsibility, and good stewardship to discourage all forms of dishonesty, deceit, theft, and noncompliance with the code of conduct or any other college policy. Managers and supervisors have an elevated

responsibility to demonstrate these behaviors and support their expression in the workplace. Employees found in violation of local, state, and federal laws or policies are subject to disciplinary action and/or termination of employment.

(F) Eliminate barriers to education – Employees are not to impede student learning and development or discriminate against full participation by all students. Employees are expected to follow best practices that enhance teaching and learning and student success.

(G) Disclose and avoid educational conflicts of interest due to familial relationships or other reasons – In order to avoid an educational conflict of interest, employees of the College are prohibited from teaching or diverting College resources/educational benefits (including grading or other academic evaluation) to a student where the employee and the student have a familial relationship. Both employees and students must disclose a familial relationship once either party reasonably becomes aware of one. Familial relationships include:

- spouse (defined for the purposes of this policy to include a domestic partner) or spouse's parent;
- parent or parent's spouse;
- child, including stepchild or foster child;
- individual for whom an employee has been assigned legal responsibility in a guardianship capacity;
- sibling or sibling's spouse;
- grandparent or grandparent's spouse;
- grandchild or grandchild's spouse;
- aunt, uncle, niece, nephew, or their spouses; or
- any individual related by blood or affinity whose close association is equivalent to a family relationship

Employees must disclose any other circumstance (including a prior personal or intimate relationship) that impairs or could reasonably be perceived to impair the employee's impartiality in the educational relationship with the student.

In situations where an educational conflict exists, the Dean and Provost/Chief Academic Officer will develop a plan that mitigates the conflict of interest. Consensual relationships between an employee and student are separately defined in Policy No.: 3357:15-14-31 Consensual Relationships.

- (H) Maintain Confidentiality – Confidentiality of faculty, staff, and student records is respected and maintained following College policies and procedures, federal laws, and state regulations. Records will only be used for legitimate purposes and under proper authorization.
- (I) Abstain from using College resources for political activities that indicate or suggest institutional preference for or prejudice against any specific political candidate, party, or employee's political endeavors.
- (J) Fidelity, honesty, and disclosure - Employees have an affirmative duty to act with honesty and candor, including the obligation not to make false, misleading, or incomplete statements. Employees have a duty to report and/or disclose any known or suspected policy violations or other wrongdoings. Acts of dishonesty include, but are not limited to, the following: alteration or misuse of College documents or records; altering, falsifying, or producing unauthorized duplications of documents or signatures; furnishing false, misleading, or incomplete information to any College employee, department, or office; failure to disclose a conflict of interest. This list is not intended to be all-inclusive, and other conduct deemed dishonest or fraudulent may also be subject to disciplinary action.

COMPLIANCE:

In accordance with the Ohio Ethics Law and Related Statutes (located at <http://www.ethics.ohio.gov/education/factsheets/ethicslaw.pdf>), Stark State College employees are required to conduct themselves in a responsible and ethical manner to ensure their actions as representatives of Stark State College are in the best interest of the College. As such, employees should avoid any activities, transactions, or relationships that are incompatible with the impartial, objective, and effective performance of their duties. The Ohio Ethics Law includes, but is not limited to, behavior regarding conflict of interest, nepotism, recruitment and admissions, financial aid, privacy of personnel information, and contracting.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

RECORDINGS

Policy No.: 3357:15-14-28

Page 1 of 1

Effective: 07/01/2014

Revised: 02/22/2015

Revised: 06/03/2024

POLICY:

Stark State College prohibits employees from audio or video recording any oral or recorded communications on work time, using any device—including but not limited to audio tape recorders, videotape recorders, cellphones, and tablets—unless the employee obtains prior approval from the appropriate Executive Council Member and consent of all parties to the communication. It is the practice of the Human Resources Department not to audio or video record investigations and/or meetings pertaining to corrective action; however, the Vice President of Human Resources will not withhold consent to an employee's request to record such an investigation, hearing, or meeting when required by federal, state, or local law. Recording in the classroom is addressed in policy 15-13-37, Electronic Devices in the Classroom. This policy is not applicable to recordings that are made through telephone or cell phone voicemail systems and/or Stark State College security systems.

RATIONALE:

The purpose of this policy is to eliminate a chilling effect on the expression of views that may exist when one person is concerned that their conversation is being secretly recorded. This concern can inhibit spontaneous and honest dialogue, especially when sensitive or confidential matters are being discussed. Transparency in communication is encouraged. The policy is further warranted by the susceptibility of audio and video recordings to being altered, tampered with, or corrupted.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

MENTORING POLICY

Policy No. 3357:15-14-29

Page 1 of 1

Effective: 07/14/2016

Revised: 06/01/2026

POLICY:

The College promotes the value and the role of mentoring to enhance skills and productivity and foster cooperative networking among employees. The College supports mentorship opportunities, including development offered by the College Staff Association and the Faculty Association, faculty advancement-in-rank mentoring, Teaching & Learning Council mentoring for new faculty, and departmental and divisional mentoring initiatives.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

NEW EMPLOYEE ORIENTATION

Effective: 07/14/2016

Policy No. 3357:15-14-30

Page 1 of 1

POLICY:

All new employees are required to complete the appropriate orientation(s) upon hire to acquaint them with College policies, procedures, and practices.

PROCEDURE:

- (A) Full-time faculty members are required to:
 - (1) attend the New Faculty Orientation during Start-up Week of the first semester following their hire date.
 - (2) complete the New Employee Orientation within their first 90 days of employment.
- (B) Part-time faculty members are required to attend the New Faculty Orientation during Start-up Week of the first semester following their hire date.
- (C) All part-time and full-time staff members are required to complete the New Employee Orientation during their first 90 days of employment.
- (D) All employees and student workers are required to complete an orientation with their immediate supervisor during their first 90 days of employment.
- (E) Any exceptions to this policy must be approved through the immediate supervisor. It is the responsibility of the immediate supervisor to ensure the new employee completes all required orientations.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

CONSENSUAL RELATIONSHIPS

Effective: 06/04/2018

Policy No.: 3357:15-14-31

Page 1 of 3

POLICY:

Stark State College prohibits consensual relationships of a dating, intimate, and/or sexual nature between individuals of unequal authority (e.g., between a supervisor and an employee and/or a faculty or staff member and a student) where the person of real or perceived authority directly supervises or has the ability to impact either the employment or education of the other. Actions which constitute breaches or flagrant violations of the standards defined in this policy may result in disciplinary action, termination of employment, or dismissal from the College.

PROCEDURE:

(A) Relationships with Colleague(s)

Colleagues who engage in personal relationships, including romantic and/or sexual relationships, and who do not have a supervisor/employee relationship, should be aware of their professional responsibilities and will be responsible for ensuring that the relationship does not raise concerns about favoritism, bias, ethics, or conflict(s) of interest in accordance with the Code of Ethics and Professional Behavior (Policy No.:15-14-27). In cases of doubt, employees should seek advice and counsel from their immediate supervisor and Human Resources.

(B) Relationships between Supervisors and Supervisees

Personal relationships, including romantic and/or sexual relationships between supervisors and supervisees, are prohibited, even when consensual. If such a relationship currently exists or develops, the supervisor or employee who has influence or control over the other's conditions of employment has a duty to report their relationship to the next level of management and Human Resources. Efforts by employees to initiate these relationships are also prohibited.

(C) Relationships with Student(s)

When employees interact with students, they are in a position of trust and power. These relationships must not jeopardize the effective functioning of the College by the appearance of either favoritism or unfairness in the exercise of professional judgment.

In relationships with students, employees are expected to be aware of their professional responsibilities in accordance with the Code of Ethics and Professional Behavior (Policy No.: 3357:15-14-27) and are required to avoid apparent or actual conflict of interest, favoritism, or bias.

- (1) 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. Efforts by employees to initiate these relationships are also prohibited. If such a relationship currently exists or develops, the employee who is in a position to exercise direct power or authority over that student or makes academic decisions affecting the student has an affirmative duty to report their relationship to the next level of management and Human Resources. The student involved in the relationship is encouraged to disclose the relationship to the Title IX Coordinator.

- (2) 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. Any employee who engages in such a relationship must accept responsibility for ensuring that it does not result in a conflict of interest or raise other issues of professionalism. In cases of doubt, advice and counsel should be sought from the Director of Human Resources.

(D) Investigations

Human Resources is responsible for conducting a neutral, prompt, and thorough investigation of allegations of failure to report consensual relationships and of failure to implement or comply with the measures required to address the actual, potential, or perceived conflict of interest arising from the relationship.

(1) Confidentiality

All parties should treat information reported and disclosed in compliance with this policy as confidential, except to the extent it is necessary to report and disclose particulars in order to eliminate the actual, potential, or perceived conflict(s) of interest or when compelled to do so by law. All individuals involved in the process should exercise discretion and show respect for the reputation and privacy of everyone involved in the process.

(2) Non-Retaliation

No person shall retaliate against an individual for reporting a consensual relationship; filing a complaint; participating in an investigation; participating in resolution of a complaint; implementing measures that would eliminate the actual, potential, or perceived conflict(s) of interest or any adverse effects on third parties resulting from the consensual relationship; or any other activity protected under this policy, regardless of the outcome of any concern or complaint. Any act of retaliation or reprisal violates this policy and will be treated as a separate violation. Anyone found to have retaliated against someone making use of this policy will be subject to corrective actions, up to and including termination of employment or dismissal from the College.

(E) Policy Violation

Persons who violate this policy are subject to a range of sanctions, depending on the facts and circumstances and the application of other policies. Failure to comply with the reporting requirements of this policy or to comply with the measures implemented to address the actual, potential, or perceived conflict(s) of interest can lead to disciplinary action, up to and including termination of employment or dismissal from the College, in accordance with established College policies and procedures, including the Stark State College Code of Ethics and Professional Behavior (Policy No.: 3357:15-14-27), the Corrective Action and Discipline Procedure (Policy No.: 3357:15-14-18), and the Student Code of Conduct (Policy No.: 3357:15-19-10).

STARK STATE COLLEGE POLICIES AND PROCEDURES MANUAL

LEAVE AND TIME OFF

Policy No. 3357:15-14-32

Page 1 of 8

Effective: 06/03/2019

Revised: 06/05/2023

Revised: 06/03/2024

Revised: 06/02/2025

POLICY:

It is the policy of the College to provide employees with the opportunity to have time away from work in order to ensure their physical and mental well-being, time off for illness, bereavement, and personal needs.

PROCEDURE:

(A) Vacation

- (1) Employees under contract for a specific number of days during the fiscal year will normally not be entitled to vacation time.
- (2) The following vacation schedule will be applicable for all full-time hourly employees and all regular benefit-eligible part-time hourly employees in the office and clerical and service and maintenance classifications.
- (3) The vacation accumulation will be as follows:

Years of Service at SSC	Accumulation
1-5	3.1 hours per 80 hours worked (2 weeks)
6-12	4.6 hours per 80 hours worked (3 weeks)
13-19	6.2 hours per 80 hours worked (4 weeks)
20+	7.7 hours per 80 hours worked (5 weeks)

- (4) Employees may accrue a maximum of 160 hours of vacation based on service at Stark State College. Vacation time must be approved by the employee's immediate supervisor. Hourly employees enter their time off through web time entry and contracted employees complete a Leave and Time Off Request Form.
- (5) Full-time hourly employees with prior employment history within the state of Ohio (political subdivision) may request prior service credit for the purpose of computing vacation leave. An employee who retires from any retirement plan offered by the state of Ohio is ineligible for prior service credit calculations. Hourly employees requesting prior service credit can do so by completing the State of Ohio Prior Service Certification Form, which may be provided by Payroll or Human Resources.

- (6) Leave balances are posted in Employee Self Service and reflected on the employee's pay stub.

(B) Holidays

- (1) Full-time contract employees are paid for the holiday when it is considered a paid contract day for their position. Full-time hourly staff employees receive the holidays listed below. Regular benefit-eligible part-time hourly employees whose schedule is irregular will receive the average hours worked in the prior week if scheduled to work that day. No regular benefit-eligible part-time hourly employee can receive holiday pay for more than the average number of hours worked per day during the week preceding the holiday.

The following are College holidays:

Holiday	Date Observed
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Fall Holiday	Day After Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25
New Year's Day	January 1
Martin Luther King Day	Third Monday in January
Presidents Day*	Determined annually based on the academic calendar
Spring Holiday*	Determined annually based on the academic calendar
Memorial Day	Last Monday in May
Juneteenth	June 19

*Observation date determined by Executive Council as brought forth by the Calendar Committee.

- (2) Holidays that fall on a weekend will be observed in accordance with the academic calendar.
- (3) The College will be closed on days established as paid holidays.

(C) Personal Leave

- (1) Three days of personal leave may be granted to full-time benefit-eligible employees each fiscal year.

Benefit-eligible employees may take personal leave in ¼ hour increments. All personal leave time taken must be reported to the employee's immediate supervisor. Personal leave time will be extended to regular benefit-eligible part-time hourly employees in the office and clerical, service and

maintenance, and security classifications as follows.

- (2) For each 80 hours worked, .61 hours will be earned. No regular benefit-eligible part-time hourly employee can receive personal leave pay for more than the average number of hours worked per day during the week preceding the personal leave time taken.
- (3) Personal time requested must be approved by the employee's immediate supervisor. Hourly employees enter their personal leave through web time entry and contracted employees complete a Leave and Time Off Request Form. When an employee will not be at work due to emergency circumstances, leave must be requested via voice or electronic communication.
- (4) Personal leave expires at the end of each fiscal year and cannot be accrued.
- (5) Leave balances are posted on the Employee Dashboard on mySSC and reflected on the employee's pay stub.

(D) Sick Leave/Bereavement

- (1) Sick leave may be used for the following purposes: physical health, mental health, primary caregiver, elder care, parental leave, and bereavement.
- (2) For full-time and benefit-eligible part-time employees of the College, sick leave may be accumulated without limit. Adjunct faculty, casual hourly employees (less than an average of 29 hours per week or irregularly scheduled), and temporary student employees will not be entitled to earn sick leave.
- (3) Accumulated sick leave established at another institution may be transferred to the College in accordance with the Ohio Revised Code. Sick leave transferred will be effective on the first day of duty.

Sick leave must be earned before being used.

Benefit-eligible employees may take sick time in ¼ hour increments. All sick time taken must be reported to the employee's immediate supervisor.

- (4) Fifteen days of sick leave are earned per year, accrued at a monthly rate of one and one quarter days per month by all full-time salaried personnel and at the biweekly rate of 4.6 hours for hourly employees working a 40-hour week. Full-time and benefit-eligible part-time hourly employees shall earn sick leave at a rate pro-rated in accordance with the percentage time of their employment.

- (5) Sick leave must be reported on a Leave and Time Off Request Form or, if applicable, through web time entry and must be submitted and approved by employee's immediate supervisor. After an absence of five or more consecutive work days, a doctor's statement is required.

In the event of an absence due to illness of ten or more consecutive work days, the employee must complete a Leave and Time Off Request Form and present a physician's statement indicating the employee is disabled from working and noting an anticipated date of return. If the employee has provided a certification and application for Family Medical Leave for the same period of time, that documentation shall suffice. The employee will be required to submit a return to work note noting any restrictions prior to returning to the workplace.

- (6) An employee shall be permitted to use sick leave if they are the primary caregiver for a member of the family living in the same household. These days shall be charged to the unused portion of the employee's sick leave account.
- (7) Employees may use five days of sick leave per fiscal year to care for a parent family member who is not a member of their household (eldercare).
- (8) Employees who have accumulated at least one year of service with the College may use 15 days of sick leave per year for paid parental leave for the birth or adoption of a child or the placement of a foster child into the home within the first year of birth or placement. These days shall be charged to the unused portion of the employee's sick leave account and must be approved by their supervisor.
- (9) An employee may use accumulated sick leave, not to exceed five working days, which do not need to be consecutive, in the event of the death of a member of the immediate family. Immediate family includes parent, spouse, domestic partner, child, sibling, grandparent, grandchildren, step-parents, immediate family in-laws, immediate step-family members, individuals that an eligible employee has an in loco parentis relationship, or other close relative who is a member of the employee's household. In the event of the death of an aunt or uncle, employees may use accumulated sick leave not to exceed three working days. In the event of the death of an individual not listed above, employees may request time off under personal leave, non-contract days, or vacation, subject to approval by their supervisor.

These days are for employees to grieve, arrange, attend funeral services or a memorial, or deal with financial and legal matters that may come up after death. Bereavement days shall be charged to the unused portion of the employee's sick leave account.

- (10) Sick leave balances are posted on the Employee Dashboard on mySSC and reflected on the employee's pay stub.

- (11) All full-time and benefit-eligible part-time employees with ten or more years of service in a position that accrues sick leave at Stark State College may elect, at the time of retirement from active employment with the College, to be paid in cash for one-fourth of the value of unused, accrued sick leave credit. Payment will only be made once to any employee under any state or municipal retirement system in Ohio. As used in this section, “retirement” means disability or service retirement under any state retirement system in this state or retirement as defined by the College approved Alternative Retirement Plan (ARP), if a member. The maximum payment made under this section shall be set by the Board of Trustees.

Payment shall be based on the employee’s rate of pay at the time of retirement. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at that time.

If an employee retires under a public retirement system and intends to return to public service within ten years from their retirement date, they can elect not to take a payment under this policy at the time of their retirement. This election would allow them to preserve their sick leave balance for transfer to their new employer, if permissible. The decision made at time of retirement is final and irreversible.

- (12) The following summarizes allowable sick leave usage:

Event	Relationship	Usage	Documentation
Physical/Mental Health	Self	Any accrued leave	Leave and Time Off Request Form/A doctor’s statement after five days of consecutive absence
	Dependent/primary caregiver in same household		
Birth	Self	Accrued leave while under the care of a doctor	Leave and Time Off Request Form/A doctor’s statement
	Primary Caregiver	Accrued leave while birth mother is under the care of a doctor	
Parental Leave	Biological, Adoptive, or Foster Parent	Up to 15 days of accrued leave within	Leave and Time Off Request Form

Event	Relationship	Usage	Documentation
		the first year of birth or placement. Employee must have accumulated at least one year of service with the College.	
Eldercare	Employee not living in the same household as parent or in-laws	Up to five days of accrued leave per fiscal year	Leave and Time Off Request Form
Bereavement	Immediate Family Member of the deceased: parent, spouse, domestic partner, child, sibling, grandparent, grandchildren, immediate family in-laws, immediate step-family members, individuals that an eligible employee has an in loco parentis relationship, or other close relative who is a member of employee's household	Up to five working days	Leave and Time Off Request Form
Bereavement	Aunt or Uncle	Up to three working days	Leave and Time Off Request Form

It is the intent of this chart to provide faculty and staff with clarification of their options for paid sick leave benefits in order to enable them to maximize the length of paid leave available and to supplement time off under FML. For additional unpaid leave options, refer to the Family Medical Leave Policy 3357: 15-14-24.

(E) Leave of Absence Without Pay (Not covered under Family Medical Leave Act)

- (1) All leaves of absence, except military, are subject to the approval of the immediate supervisor with the concurrence of the applicable Executive Council Member.
- (2) Leave without pay may be granted to a benefit-eligible employee, who has exhausted all paid leave available. Although such leaves are granted primarily for medical reasons, each request will be considered on its own merit. An employee wishing to take leave without pay should provide their supervisor as much advance notice as possible.
- (3) An employee seeking to obtain a leave of absence from work at the College shall submit a written request via a Leave and Time Off Request Form to their supervisor, indicating in detail the type of leave requested, the compelling reasons for making the request, and the precise dates or duration of the proposed leave.
- (4) Except for medical leave and funeral leave, employees shall be employed for one (1) year to be eligible for leave of absence.
- (5) The maximum amount of leave for any employee shall not exceed six (6) months, except that once a leave has been granted, an employee may apply for an extension. Under no circumstances will the combination of the initial leave period plus extensions exceed one year.
- (6) After a leave of absence of one (1) calendar month or more, the College cannot guarantee the reinstatement of a full-time employee to the same position. Part-time employee's ability to return from an unpaid leave is dependent upon available course schedules and department needs.
- (7) Any employee who fails to return at the conclusion of the approved leave period (or mutually agreed upon date) shall be considered to have voluntarily resigned and shall forfeit continuous service and benefits.
- (8) Benefit-eligible employees shall have the option to elect COBRA to continue health and dental coverage during an unpaid leave. Should an employee decide not to continue coverage, eligibility requirements and waiting periods for new employees apply for reinstatement.
- (9) Retirement annuity plan contributions by the College shall cease until the employee returns to work. Employee benefits, including annual leave, personal leave, and sick leave, do not accrue during leave without pay.
- (10) If an employee returns to active employment within the limits specified by their leave of absence, sick leave accrued prior to the leave will be restored.

- (11) Any employee who requests and is granted a leave of absence of more than thirty days will not lose seniority (i.e., will retain seniority already earned but will not accrue additional seniority during the leave).
- (12) Leave of absence without pay extends from the time an employee's leave commences until they are scheduled to return to continuous service unless, at the employee's request, the immediate supervisor and the Office of Human Resources agree to an earlier date.

(F) Rest Periods

Full-time employees receive two 15-minute rest periods and one half-hour (unpaid) lunch period during regular scheduled 8.5-hour working days. Part-time employees receive one 15-minute rest period for every four hours worked. If more than one person is employed in a particular area, the area supervisor may choose to stagger rest periods to ensure that the work area is covered at all times.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

TUITION ASSISTANCE

Policy No. 3357:15-14-33

Page 1 of 3

Effective: 06/03/2019

Revised: 06/03/2024

Revised: 06/02/2025

Revised: 06/01/2026

POLICY:

All full-time Stark State College (SSC) faculty, administrative, professional, technical-para professional, and hourly personnel may participate in the Tuition Assistance Program. Tuition assistance is provided to employees for the purpose of professional development in recognition that a better educated employee will assist the College in fulfilling its mission to provide quality education and training opportunities to the citizens of our community.

PROCEDURE:

- (A) Eligibility is limited to full-time employees of SSC who have completed at least one year (12 months) of full-time continuous service with the College preceding the term of enrollment. Employees on a leave of absence are not eligible for reimbursement under this program.
- (B) All course work must be taken for academic credit at a regionally accredited post-secondary institution. Regionally accredited post-secondary institutions are recognized by the U.S. Department of Education and the Council for Higher Education Accreditation.
 - (1) No course shall be approved if there is a comparable and transferable course offered at Stark State College.
 - (2) Academic course work eligible for tuition assistance includes undergraduate and graduate courses. All course work and class attendance must be completed on the employee's own time.
 - (3) Tuition assistance may be approved for all course work leading to a degree that shall directly enhance the employee's potential to qualify for advancement within the College. Approval of the degree program for the employee shall constitute approval for all course work required to obtain the degree.
 - (4) Tuition assistance may also be approved on a course-by-course basis for all job-related course work for employees not seeking a degree. This method of course approval shall not prevent the employee from eventually obtaining a degree and/or switching to the degree approval program.
 - (a) Eligible employees are required to get prior approval for participation by submitting the Tuition Assistance Program Application approved by the employee's immediate supervisor and the Human Resources Department, by the established deadline.
 - (b) Tuition assistance is generally limited to obtaining a degree beyond the employee's current degree conferred. Requests for lateral degree assistance will need to be approved through the applicable Executive Council member, with consideration given to whether the degree attainment provides a benefit to the College or to the employee's current position.
 - (c) Reimbursement guidelines are as follows:

- i. Reimbursement may be provided to eligible employees for approved academic course work based upon successful course completion. Successful course completion is defined as earning a “C” grade or better (undergraduate), or “B” grade or better (graduate). Documentation of final grades shall be submitted within 60 days of the last day of term. The College will not reimburse for any course that is being repeated. Reimbursement will be limited to the lesser of the actual hourly tuition rate or a fixed hourly rate established annually by SSC. Please contact the Human Resources Department for the reimbursement limit.
- ii. Reimbursement under tuition assistance is subject to annual and lifetime limitations on the credit hours submitted and dollars paid by the College. The tuition assistance program is based on a fiscal year. The fiscal year runs from July 1 through June 30 and will reimburse the tuition cost for up to 16 credit hours per fiscal year. Reimbursement will be posted and applied to the fiscal year in which the grade documentation is submitted and received. The maximum reimbursement amount is equal to the number of credit hours taken times the undergraduate credit hour rate at Kent State University main campus in effect for the term in which the class(es) was completed. Tuition assistance is subject to the availability of funds and may require a pro rata calculation.
- iii. Reimbursement to doctoral students enrolled for dissertation credit after completion of required coursework will require a grade of “Satisfactory” or other passing grade, as defined by the institution granting the degree. Annual reimbursement will be limited to the actual fee for the dissertation credit, without regard to the number of credit hours involved, until the lifetime limit has been reached. Lifetime reimbursement for dissertation credit will be limited to the equivalent of 30 credit hours (the number of hours of dissertation credit required to obtain a doctoral degree at Kent State University) times the undergraduate credit hour rate at Kent State University main campus in effect for the term when the student first enrolls for dissertation credit.
- iv. Reimbursement will include the cost of tuition and other defined mandatory expenses or fees. Tuition and mandatory fees are defined as Instructional and General Fees, Administrative Fees, Technology, and Library Fees where applicable. Other fees that are deemed optional and/or are not associated with tuition are not reimbursable. These fees include Deferred Payment Plan Fees, Payment Service Fees, Textbooks, Transportation Fees, Student Activity Fees, Legal Fees, and/or Late Fees associated with student accounts, and other fees that are not defined as mandatory.
- v. When an employee receives assistance from an outside source, such as G.I. Bill, scholarship, or grant-in-aid, to cover the cost of courses, the amount received will be deducted from the total cost of the courses, and the difference, if any, will be subject to the reimbursement provisions of this Plan. If the aid covers expenses that are excluded from the tuition assistance policy, documentation must be provided to the Human Resources Department to determine the reimbursement that the employee is eligible to receive.
- vi. Funding for the Tuition Assistance Program will be budgeted annually based on available College resources. The total cost of the program must be within the approved budget allocation.

- vii. The Tuition Assistance Program must conform to current federal and state income tax and other regulations. Should any changes occur in the regulations, the Tuition Assistance Program may be altered to ensure compliance.

(C) Repayment Guidelines

- (a) An employee who receives reimbursement from the College for tuition expenses as part of this educational assistance program shall be required to work for Stark State College as a full-time employee, not less than twenty-four months of active full-time service, after the employee's completion of the most recent semester of coursework under the employee's approved tuition reimbursement.
- (b) An employee who elects to leave employment voluntarily or who is involuntarily separated for cause from employment at Stark State College as a full-time employee, prior to completion of this commitment, shall be obligated to reimburse the College for all monies received within the prior twenty-four-month period in conjunction with the educational assistance program. Such reimbursement shall be accomplished by a repayment plan, including a legally binding promise to repay, managed by the Business Office, to be paid in full no later than twenty-four months after separation from the College. Failure to meet the requirements of the established repayment plan will result in collection efforts.
- (c) Employees whose contracts are non-renewed or positions are eliminated due to a reduction in force, will not be required to reimburse the College for monies received under this program.

- (D) Appeals shall be under the established Grievance Procedure as stated in the SSC Policies and Procedures Manual, rule 3357:15-14-07 of the Administrative Code.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

REASONABLE ACCOMMODATIONS

Policy No. 3357: 15-14-34

Page 1 of 4

Effective: 06/07/2021

Revised: 06/01/2026

POLICY

Stark State College is committed to the full inclusion of all individuals. The College will make reasonable accommodations as defined in this policy, which will provide otherwise qualified applicants and employees with disabilities equal access to participate in opportunities, programs, and services offered by the College.

It is the intent of the College to provide reasonable accommodations to such employment applicants and employees with a qualified physical, mental, or learning disability, unless to do so would fundamentally alter the nature of the employment; would result in an undue hardship to the College; or would result in a direct threat to the health or safety of the individual or others.

Stark State College does not discriminate on the basis of disability in any of its employment practices.

PROCEDURE

- (A) Employees: Persons with disabilities employed by the College are encouraged to request reasonable accommodation at any time when such accommodation becomes necessary to facilitate the employee's performance of essential functions of their job or to allow the enjoyment of any other benefits of employment.
 - (1) The employee should present, either to a manager or Human Resources, the need for an accommodation to enable them to perform the essential functions of their position. This request can present itself in multiple forms. There is no specific language that must be used, although it is preferable that the employee makes it clear that they are seeking an accommodation of some type.
 - (2) To begin the interactive process, a human resources representative and the direct manager will meet with the employee to discuss the requested workplace accommodations within ten working days of the request. In this meeting, the review process is explained to the employee and medical documentation may be requested only when the disability or need for accommodation is not obvious. Any documentation requested will be limited to information necessary to establish the existence of a disability and the need for accommodation.
 - (3) After the requested documentation is received by Human Resources, a discussion between Human Resources, the employee, and the direct manager is held to review what accommodations would be effective for the employee and appropriate for the workplace environment. This discussion will identify what modifications (to procedures, schedules, equipment, or the environment) or aids would allow the employee to meet their essential job responsibilities (tasks and performance, productivity, and safety standards).

- (4) All medical information obtained in connection with an accommodation request will be kept confidential and maintained in files separate from personnel records, in compliance with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act of 2008 (ADAAA) and other applicable laws.
 - (5) Accommodations for employees may include: job restructuring; modified work schedules; reassignment to a vacant position, acquisition, or modification of equipment or devices; appropriate adjustment or modifications of examinations, training materials, or policies; and other similar adjustments.
 - (6) The types of accommodations needed and provided will depend on the limitations of the disability and the individual employee's ability to perform the essential duties of the position. One standardized type of accommodation may not meet the needs of employees who have similar disabilities but different impairments/limitations when performing their essential job functions. Accommodations are designed to meet the specific circumstances of the individual.
 - (7) The effectiveness of accommodations and the need for modifications will be assessed within the first month of implementation and reviewed on an annual basis by Human Resources, the employee, and manager.
 - (8) Temporary modified work assignments are provided to employees whenever possible who are unable to perform the essential functions of their regular jobs due to temporary or short-term medical conditions. These temporary modified assignments may allow such an employee to continue working in some capacity, instead of being absent from work due to their condition, or may facilitate and accelerate an employee's return to work to their regular job following a period of absence. However, inherent in this practice is that these assignments are merely temporary. They are not intended to become permanent, nor do such limited positions exist.
- (B) Applicants: Qualified applicants will not be asked to disclose medical information or the existence of a disability prior to a conditional job offer, except as permitted by law.
- (C) Definitions: The definitions set forth below were largely adopted from the ADA as amended by the ADAAA.
- (1) Disability: A physical or mental impairment that substantially limits one or more major life activities of the individual, a record of such an impairment, or being regarded as having such an impairment.

- (2) Major life activities: Term includes caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.
- (3) Major bodily functions: Term includes physical or mental impairment such as any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine. Also covered are any mental or psychological disorders, such as intellectual disability (formerly termed “mental retardation”), organic brain syndrome, emotional or mental illness, and specific learning disabilities.
- (4) Substantially limiting: In accordance with the ADAAA final regulations, the determination of whether an impairment substantially limits a major life activity requires an individualized assessment, and an impairment that is episodic or in remission may also meet the definition of disability if it would substantially limit a major life activity when active. Some examples of these types of impairments may include epilepsy, hypertension, asthma, diabetes, major depressive disorder, bipolar disorder, and schizophrenia. An impairment, such as cancer that is in episodic or in remission but that may possibly return in a substantially limiting form, is also considered a disability under Equal Employment Opportunity Commission (EEOC) final ADAAA regulations.
- (5) Direct threat: A significant risk to the health, safety, or well-being of individuals with disabilities or others when this risk cannot be eliminated by reasonable accommodation.
- (6) Qualified individual: An individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.
- (7) Reasonable accommodation: Includes any changes to the work environment and may include making existing facilities readily accessible to and usable by individuals with disabilities, job restructuring, part-time or modified work schedules, telecommuting, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

- (8) Undue hardship: An action requiring significant difficulty or expense by the employer. In determining whether an accommodation would impose an undue hardship on a covered entity, factors to be considered include:
- a. The nature and cost of the accommodation.
 - b. The overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation, the number of persons employed at such facility, the effect on expenses and resources, or the impact of such accommodation on the operation of the facility.
 - c. The overall financial resources of the College, the size, number, type, and location of facilities.
 - d. The requirements of the position, including the composition, structure, and functions of the workforce; administrative or fiscal relationship involved in making the accommodation to the employer.
 - e. The Vice President of Human Resources will determine if the accommodation is an undue hardship for the College.
- (9) Essential functions of the job: Term refers to those job activities that are fundamental to performing the position; these are determined based on the employer's judgement, written position descriptions, and actual job experience to be essential or core to performing the job. While essential functions cannot be eliminated, reasonable accommodations may enable an employee to perform them.

The examples provided in the above terms are not meant to be all-inclusive and should not be construed as such. They are not the only conditions that are considered to be disabilities, impairments, or reasonable accommodations covered by the policy.

STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL

MINORS ON CAMPUS

Policy No. 3357:15-14-35

Page 1 of 6

Effective: 06/07/2021

Revised: 06/02/2025

POLICY:

Stark State College is committed to ensuring the safety and well-being of minors on our campuses. It is the policy of Stark State College that these measures and procedures are implemented for the protection of minors participating in programs that occur on its campuses and programs under the control or direction of the college personnel. The purpose of this policy is to describe the requirements placed upon administrators, faculty, staff, students, volunteers, and other authorized adults working with minors to ensure their protection and to fulfill the College's obligations as mandated by law and to provide for the best possible experience for any minor visiting our campuses for a college-related program.

PROCEDURE:

- (A) Scope. This policy applies to members of Stark State College faculty, staff, student employees, students, volunteers, non-employees, and others engaged in a college program.
- (B) Definitions.
 - (1) Minors. For the purposes of this policy, a "minor" is a person under the age of 18 participating or volunteering in programs that occur on Stark State College campuses and programs under the control or direction of college personnel but is **not** enrolled or accepted for enrollment in credit-bearing courses at Stark State College.
 - (2) Authorized adult. For the purposes of this policy, an "authorized adult" means any individual, paid or unpaid, who interacts with, supervises, chaperones, accompanies, or otherwise oversees minors in Stark State College-sponsored programs, affiliated activities, or camps. This includes but is not limited to faculty, staff, volunteers, students, interns, employees of temporary employment agencies, and independent contractors and consultants.
 - (3) Parent(s) and/or legal guardian(s). Although a parent and/or legal guardian may supervise their own minor children and their guests who are minors while visiting the campus or using campus facilities, a parent and/or legal guardian may not act as an authorized adult in a program (including one in which his or her minor participates) unless they are in compliance with the requirements outlined under this policy.
 - (4) Program administrator. For the purposes of this policy, a "program administrator" is a dean, department chair, director or coordinator approved and designated by the appropriate authority to coordinate, plan, implement, and/or commit the use of college facilities for the program.

- (5) College program. For the purposes of this policy, a "college program" is any college-sponsored day camp, overnight camp, college recruiting camp, or any other college-sponsored program or activity that serves or includes minors, which takes place on campus or college-sponsored activities that take place off campus. For the purposes of this policy, a college program does not include a program where the College is acting as host to a third-party, herein referred to as a "college-hosted" program. Furthermore, a college program does not include programs otherwise open or available to the public at large, such as campus tours or visits, community events, etc.
 - (6) Endangerment. For the purposes of this policy, "endangerment" is the act of creating a substantial risk to the health or safety of the minor, by violating a duty of care, protection, or support.
 - (7) Sexual conduct. For the purposes of this policy, "sexual conduct" will refer to any definition or term provided for in section 2907.01 of the Revised Code.
 - (8) Sexual contact. For the purposes of this policy, "sexual contact" will refer to any definition or term provided for in section 2907.01 of the Revised Code.
 - (9) Sexual activity. For the purposes of this policy, "sexual activity" will refer to any definition or term provided for in section 2907.01 of the Revised Code.
 - (10) One-on-one. For the purposes of this policy, "one-on-one" shall mean the personal, unsupervised interaction between any authorized adult with a participant, without at least one other authorized adult, parent, and/or legal guardian being present.
- (C) Prohibited Activity. Authorized adults shall not:
- (1) Have one-on-one contact with minors, where possible. If one-on-one contact is needed, there must be one other authorized adult within view of the authorized adult and minor, unless an exception is approved by the program administrator, with such exception documented in writing;
 - (2) Engage in one-on-one communication with minors including but not limited to email, text messages, social networking, websites, internet chat rooms, or other forms of social media, at any time, except and unless there is a clear educational or college-related purpose;
 - (3) Engage in abusive conduct of any kind toward or in the presence of a minor;
 - (4) Strike, hit, administer corporal punishment to, or touch in an inappropriate or illegal manner any minor;

- (5) Pick up minors or drop off minors from their homes;
- (6) Engage in the use of alcohol or illegal drugs or be under the influence of alcohol or illegal drugs during such programs or activities;
- (7) Engage in any other action or activity deemed by the college through other rules, regulations, or guidance to be prohibited.

(D) Implementation

- (1) All programs for minors or with minors in attendance must, at a minimum, have the following procedures in place or be in compliance with the standards set forth prior to the commencement of the college program:

- (a) Staffing. The program administrator shall be responsible for overseeing the selection of staffing for all covered programs. The program administrator shall assign a College employee who is not a minor to be accessible to participants at all times. Other staffing assignments for the college program should be made to ensure one-on-one contact between authorized adults and minors does not occur and that appropriate levels of supervision are implemented at all times.

- (b) Background check.

- (i) Each authorized adult who is a college faculty, staff, or student employee must complete a BCI (Bureau of Criminal Investigation) background check or otherwise have a background check on file, completed according to their specific program requirements before the start of the program. Out-of-state employees must complete an FBI background check according to the specific program requirements, before the start of the program.

- (ii) All college faculty, staff, or student employees who have a break in service with the College for any period of time must have a new background check in accordance with the specific program requirements upon rehire.

- (iii) Each authorized adult who is a non-employee participant, including volunteers, must complete a BCI/FBI background check or otherwise have a background check on file, completed according to their specific program requirements before the start of the program. Out-of-state non-employees must have a completed FBI background check according to their specific program requirements before the start of the program.

- (iv) All persons working with minors must be checked against the national sex offender registry.
 - (v) All persons must self-disclose felony or misdemeanor convictions related to sexual misconduct that occur after hire before returning to campus or participating in any college program.
 - (vi) All persons who have failed a BCI/FBI background check or have pending charges for a sex-related offense or crime against a minor, or who appear on the national sex offender registry shall not be permitted to take part in any Stark State College program pertaining to minors or involving minors in any capacity.
- (c) Training. All authorized adults who will be working with minors shall complete annual mandatory training prior to the start of the program. Such training shall include, but is not limited to, the following topics:
- (i) The requirements of this policy;
 - (ii) Basic warning signs of abuse or neglect of minors;
 - (iii) Guidelines for protecting minors from emotional and physical abuse and neglect;
 - (iv) Inappropriate behavior with minors;
 - (v) Ohio reporting requirements and procedures; and
 - (vi) Other appropriate topics as determined by the program administrator.
- (d) Required documentation.
- (i) In all covered programs, the parent and/or guardian of the minor shall execute all relevant forms and releases as may be required by the particular program prior to eligibility for participation. Failure by the parent and/or guardian of participating minor to execute all required forms shall immediately render the minor ineligible for participation.
 - (ii) All authorized adults participating in the covered program must complete all requirement materials and agreements prior to commencement of the program. Failure to complete all forms shall immediately render the authorized adult ineligible for participation.

- (e) Communication and Notification Procedures. The program administrator shall establish appropriate procedures for the notification of the minor's parent or legal guardian in case of an emergency, including medical or behavioral problem, natural disaster, or other significant programmatic disruption. Authorized adults with the program, as well as participants and their parents and legal guardians, must be advised of this procedure in writing prior to the participation of the minors in the program.
- (2) Unsupervised Minors Prohibited. Minors participating in a college program or college-hosted programs are not permitted to be unsupervised while on college property and must be supervised at all times by a responsible adult directly involved with such program.
- (3) Program Registration. The Program administrator must:
 - (a) Register the covered program with the Office of Business Affairs no later than 60 days prior to the first scheduled date of the participation of minors in any activity, program, or classes or as soon as the program leader or sponsoring unit is aware that minors may be in attendance. Failure to properly register a college program may result in the delay or cancellation of the program by the College.
 - (b) Register the name of all authorized adults working directly with minors and review and verify all background checks provided for under this policy.
 - (c) Organize training opportunities for each authorized adult to familiarize the adults with the provision of this policy. No person shall be approved without signature stating agreement and understanding of the measures and procedures of this policy and all other Stark State College policies that might apply.
- (4) Final authority. At all times, the program administrator or other authorized college authority may bar any authorized adult, participant, or other attendee from its premises for reasons including, but not limited to, misconduct or endangerment.
- (5) Retention of Records. All records collected during the administration of each program (including, but not limited to, application forms, background checks, releases, medical forms) shall be kept in accordance with established college record retention schedules. The department or office under which the program administrator serves shares equal responsibility with the program administrator for the retention of records.
- (6) Reporting
 - (a) If the program administrator or any other authorized adult or participants knows or has reasonable cause to know that a minor has suffered abuse or faces the threat of sexual contact, sexual conduct, or sexual activity or

endangerment, the individual must immediately report such knowledge to:

- (i) Stark State Campus Security;
 - (ii) Jackson Township Police Department;
 - (iii) Akron Police Department; or
 - (iv) Any other local or state public services agency
- (b) Reports can be made anonymously. Assistance in facilitating the report can be requested of the Title IX Coordinator.
- (c) Without exception, any individual who is suspected or alleged to have engaged in abuse under this policy shall be immediately removed from the College program, pending further investigation.
- (d) Any individual who fails to make a timely report, as required by this section, or who retaliates against any individual making a good faith report, shall be subject to discipline, up to and including termination of employment.

(E) Violations

- (1) All persons who violate this policy will be held accountable for their actions as follows:
- (a) Students will be subject to the code of student conduct through the Judicial Affairs Office.
 - (b) Faculty, staff, and student employees are subject to disciplinary action up to and including termination, and in accordance with applicable disciplinary processes through the Human Resources Office.
 - (c) Volunteers are subject to loss of volunteer status.
 - (d) All employees, students, volunteers, and visitors are also subject to the sexual misconduct policy through the Title IX Office.
 - (e) Any individual found in violation of this policy may also be subject to inquiry or investigation by local, state, or federal authorities.

**STARK STATE COLLEGE
POLICIES AND PROCEDURES MANUAL**

CELL PHONE, DATA AND TEXT ALLOWANCE

Effective: 6/03/2024

Policy No.: 3357:15-14-36

Page 1 of 2

POLICY:

This policy establishes the extent to which the College may subsidize, through a cell phone allowance, personally owned cell phones used in the conduct of College business. Authorization for a stipend to partially fund a required cellular device shall be approved by the applicable Executive Council member.

PROCEDURE:

(A) Cell Phone, Data, and Text Allowance

- (1) This allowance does not increase the employee's base salary and will not be included in the calculation of any College benefits. Any applicable payroll taxes will be withheld from the cell phone allowance.
- (2) The amount of the allowance is subject to annual review and may be adjusted by the Vice President of Business and Finance based upon changes in business conditions.
- (3) The stipend is additionally intended to provide partial funding for the maintenance and the replacement of a cellular device.
- (4) If tax law considers the stipend to be taxable income, it will be subject to payroll taxes, which will be included on the employee's W-2 form each year.
- (5) College records produced by personally owned devices are subject to the provisions of the Ohio public records law.
- (6) Business communication conducted on any device must adhere to all applicable policies and procedures of the College.
- (7) Employees receiving a stipend are required to have working cell service and maintain usage records in the cell provider's billing documents for three months from the date of billing.
- (8) An annual review of the business need for the employee to continue to receive a cellular phone, data, and/or text allowance must be completed by the applicable Executive Council member before the beginning of each fiscal year.
- (9) If a College employee's job duties do not include the frequent need for wireless telephone, data, and text services, then the employee is not eligible for a cell phone allowance. Such employees may request reimbursement for the actual extra expenses of College calls made using their personal cell phone services and provide appropriate supporting documentation. A copy of the

cellular phone bill, detailing the individual calls, data overages, and/or text messages to be reimbursed, must accompany the reimbursement request. The College will not reimburse employees for roaming (out-of-area) charges unless it is shown that regular phone service was not available and immediate calling was necessary.

- (10) Should the employee discontinue their cell service, they are required to notify the College and the stipend will be discontinued. If the applicable Executive Council member determines a business need continues to exist, a College cell phone will be issued.
- (11) Employees are expected to delete all College data from the cell phone when employment with the College has ended, except when required to maintain the data in compliance with a litigation hold notice.

STARK STATE COLLEGE

POLICIES AND PROCEDURES MANUAL

RACIAL, RELIGIOUS, AND ETHNIC HARASSMENT AND ETHNIC INTIMIDATION (CAMPUS ACT)

Effective: 10/24/2024

Policy No. 3357:15-14-37

Page 1 of 2

POLICY:

(A) 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 employees must comply with this policy, when engaged in activities sponsored by 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.

(1) Training

In compliance with the CAMPUS Act, all Stark State College administrators, faculty, and staff will attend training on racial, religious, and ethnic harassment or intimidation including information on how to respond to hate incidents or incidents of harassment that occur during a class or event held at the institution.

(2) Prohibition against Retaliation for Harassment

Stark State College prohibits any retaliatory actions against complainants or respondents based on the complainant's good-faith report of harassment or a witness's participation or cooperation in an investigation even if the College should ultimately find that the complaint was unfounded.

CAMPUS ACT DEFINITIONS:

- (A) **Racial, Religious, and Ethnic Harassment:** Unwelcome conduct based on race, religious identity, and/or ethnicity that is so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the individual's education program or activity. This harassment includes exhibiting bullying behavior including yelling and/or screaming, being physical with a person or objects with the intent or result of intimidation, and threatening or disrespectful behavior whether in-person or online towards a student, faculty or staff member, or visitor.
- (B) **Ethnic Intimidation:** As defined in Section 2927.12 of the Revised Code, "No person shall violate section 2903.21 aggravated menacing, 2903.22 menacing, 2909.06 criminal damaging or endangering, or 2909.07 criminal mischief or division (A)(3), A(4), or A(5) of section 2917.21 telecommunications harassment of the Revised Code because of the race, color, religion, or national origin of another person or group of persons. Ethnic intimidation is an offense of the next higher degree than the offense the commission of which is a necessary element of ethnic intimidation."

PROCEDURES:

(A) Employee Complaint Procedure: This complaint procedure is designed to encourage any party to report any instance of harassment, intimidation, or retaliation that violates the Racial, Religious, And Ethnic Harassment and Intimidation policy.

- (1) 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:
 - (a) Supervisor, Manager, Director, Department Chair, Dean, Provost, or divisional Vice President.
 - (b) Vice President of Human Resources or Human Resources Generalists.
 - (c) 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.
 - (d) Anonymously through Stark State's online reporting form on mySSC portal.
- (2) The employee complaint will be reviewed through the College's formal grievance procedure for addressing discrimination. The matter will also be referred to appropriate law enforcement as needed. It should detail the facts of the situation; identify the policy, procedure, or law believed to have been violated; although not required, outline any informal steps taken to resolve the matter; and specify the desired outcome. Student complaints will be addressed through policy 3357:15-19-08, Student Complaint(s).
- (3) If it is determined through an appropriate and prompt investigation that racial, religious, or ethnic harassment/intimidation has occurred, effective corrective action will be taken to eliminate the harassment, attempt to ensure that it does not recur, and appropriately care for those who may have been harmed. The College will refer to policy 3357:15-14-18, Corrective Action and Discipline Procedure for employee disciplinary interventions.
- (4) A summary of the investigative report including the conclusion reached as to whether racial or ethnic harassment did or did not occur concerning each allegation in the complaint will be provided to the complainant (if not anonymous) and the respondent. All required communications will take place regardless of whether disciplinary action is pursued. These communications may include educational information on the College's policy against racial, religious, and ethnic harassment and intimidation.

(B) An annual report must be submitted to the chancellor of all harassment and intimidation reports filed under the CAMPUS Act consistent with the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act," 20 U.S.C. 1092(f).

(C) A campus task force on combating religious discrimination and hatred, harassment, bullying, or violence toward others on the basis of their actual religious identity or what is assumed to be their religious identity will be created.