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## **EEO/Affirmative Action Statement**

Salisbury University has a strong institutional commitment to diversity and is an Equal Opportunity/Affirmative Action employer, providing equal employment and educational opportunities to all those qualified, without regard to race, color, religion, national origin, sex, age, marital status, disability or sexual orientation. The University adheres to the EEO/AA policies set forth by federal and Maryland laws.

Salisbury University values diversity among our students, faculty and staff and believes that interactions with those holding varying perspectives, backgrounds and beliefs contribute to a well-rounded educational experience and promotes personal and professional development. Understanding and acceptance of others is of ever-increasing importance in today's world.

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## **Preamble**

The mission of Salisbury University is to empower students with the knowledge, skills and core values that contribute to active citizenship, gainful employment and life-long learning in a democratic society and interdependent world. The achievement of the University's educational goals is a responsibility that must be shared by all. Therefore, Salisbury University expects and requires of all its students full cooperation in developing and maintaining a campus community in which high standards of courtesy and integrity are practiced by every member of the University community. Allegiance to these standards requires each member of the Salisbury University community to refrain from any behavior that serves to compromise the educational mission of the institution. Moreover, members of Salisbury University are discouraged from any behaviors that threaten the basic rights and privileges afforded to each member of the community as well as the respect every individual deserves. Choosing to join the

University community obligates each member to live by the institution's code of conduct and to uphold community standards in the greater Salisbury community and beyond.

# **General Policies and Procedures**

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## **ADDRESS OF RECORD**

Students are responsible for maintaining and updating current local, campus and permanent addresses with the University Registrar and, in the case of on-campus students, for regularly checking their University mailbox for mail. Mail sent to a student's address in the Registrar's records or to a campus or local address shall constitute proper notification. IT-issued e-mail accounts are the primary form of communication; therefore, students are also expected to maintain and regularly check their IT-issued e-mail accounts.

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## **DISCRIMINATION AND HARASSMENT**

Federal and state laws prohibit discrimination and/or harassment on the basis of race, gender and other impermissible criteria. These laws affect students, faculty and staff. Information about a student's rights under federal anti-discrimination and/or harassment statutes may be obtained from the Equal Opportunity Office. The following individuals are also available to receive complaints or to provide information regarding compliance with the conditions set forth in this legislation.

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## **Complaints Against Students**

Edwin A. Cowell, Dean of Students, Guerrieri Center 212, 410-543-6080

Dr. Ellen Neufeldt, Vice President of Student Affairs, Guerrieri Center 212, 410-543-6080

Dr. Dane Foust, Associate Vice President of Student Affairs, Guerrieri Center 212, 410-543-6080

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## Complaints Against Faculty

Dr. Connie Richards, Interim Dean Fulton  
School of Liberal Arts, 410-543-6450

Dr. Michael Folkoff, Interim Dean Henson  
School of Science and Technology,  
410-543-6425

Dr. Richard Hoffman, Interim Dean Perdue  
School of Business, 410-543-6316

Dr. Dennis Pataniczek, Dean Seidel School  
of Education and Professional Studies,  
410-543-6335

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## Complaints Against Staff

Fair Practice Officer, Holloway Hall,  
410-548-3316

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## MEDICAL AND EMOTIONAL EMERGENCIES PROTOCOL

The University has a medical/emotional emergency procedure (contact Student Affairs Office for more information), which will be put into effect should a student attempt suicide, make a threat or gesture of suicide, harm or attempt to harm himself or herself or others, or undergo severe emotional or psychological distress. Anyone with knowledge of such circumstances should contact the Dean of Students, 410-543-6080; Residence Life Staff, 410-543-6040; or University Police, 410-543-6222, to alert the counselor or professional staff on call.

If a student is confined to or brought to the Counseling Center or Student Health Center because of a suicide threat (verbal or physical), gesture or attempt, or because of severe emotional or psychological distress, personal belongings that are brought to the Center by or for the student are subject to search and/or confiscation by professional staff involved in the care of the student or police personnel.

When the University medical/emotional emergency procedures are initiated, a student may not attend classes or activities or return to a residence hall until he or she has been given clearance to do so by the Associate Vice President of Student Affairs, Dean of Students, or Vice President of Student Affairs or designee. Failure to comply with the provisions of the University medical/emotional emergency procedure may result in judicial action.

## Student Code of Conduct

The Code of Conduct applies to all currently enrolled students. Student hosts are responsible for their guests and, therefore, should inform them of University policies.

**Sanctions may be imposed against a student or student organization for the violation of any University policies that occur on campus. Sanctions also may be imposed against a student or student organization for violation of any University policies that occur off campus when the alleged conduct would impair, interfere with or obstruct the missions, processes or functions of the University, or when the alleged conduct would, if true, endanger the health, safety or welfare of the student or others, or would endanger any University property or adversely affect the University's integrity.**

Unless otherwise stated, sanctions for violations of the code of conduct range from a warning to dismissal or expulsion for individuals, and from a warning to suspension or termination for organizations. Acting as an accomplice, aiding or abetting may result in disciplinary action.

The following policies, regulations and statutes have particular relevance for students. This is not an exhaustive list either of University regulations or of applicable local, state and federal law.

### ► Summary

- Jurisdiction
- Alcoholic Beverage Policy
- Computer Use Policy
- Conduct Infringing on Others
- Acts of Destruction/Violence
- Damage to Personal and/or University Property
- Disruptive Behavior
- Drug Policy
- Event-Related Misconduct Policy
- Failure to Comply
- False Information
- Harassment Policy
- Hazing
- Responsibility of Guests
- Sexual Misconduct
- Telephone Misuse
- Theft