
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.

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

ABSENCE NOTIFICATION

In the case of an extreme emergency or prolonged illness, the Vice President of Student Affairs Office notifies class instructors of the dates of a student's absence from class. Faculty establish their own attendance policy. Notification of absence is a service to students and faculty; it is not an official excuse from classes and work missed.

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.

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 Student Affairs or President's office. The following individuals are also available to receive complaints or to provide information regarding compliance with the conditions set forth in this legislation.

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

Complaints Against Faculty

Dr. Maarten Pereboom, Dean Fulton School of Liberal Arts, 410-543-6450

Dr. Karen Olmstead, 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

Complaints Against Staff

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

MEDICAL AND EMOTIONAL EMERGENCIES PROTOCOL

Salisbury University has a medical/emotional emergency protocol that is put into effect should a student attempt suicide, pose an imminent danger to self or others or be unable to function in the University environment. Anyone with knowledge of such circumstances should contact the University Police, at 410-543-6222, who will alert the counselor or professional staff on call. Information about a student receiving services at Student Counseling Services, Student Health Services and/or Disability Support Services can only be shared with the informed consent and written permission of the student, except in rare circumstances in accordance with professional ethical standards and relevant laws. When a student has been deemed an imminent threat to self or others, the student's rights to privacy cannot be guaranteed and may constitute the sharing of information on a need to know basis.

When the University's medical/emotional emergency protocol is initiated, a student may not attend classes, activities or return to the

University environment until he or she has been given clearance to do so in accordance to the Policy on Mental Health outlined here.

PARENTAL NOTIFICATION

Salisbury University reserves the right to notify parents under FERPA (Family Education Rights Privacy Act) regarding alcohol and drug offenses.

POLICY ON MENTAL HEALTH

The purpose of this Policy on Mental Health is to protect the health, safety and welfare of all members of the Salisbury University community. Toward that end, when students demonstrate or are identified as having a physical or psychological condition that renders them a danger to self or others or unable to function in the University environment, the University reserves the right to pursue appropriate action. Such action may include but is not limited to:

1. Requiring that the student undergo a professional assessment by a licensed mental health care provider.
2. Recommending or requiring compliance with a treatment plan recommended by a licensed mental health care provider as a condition to remain in the university environment or as a condition to return to the University community.
3. Referring the student to the University judicial process to determine if the behavior violates the Student Code of Conduct, Policies and Procedures.
4. Referring the student to the Dean of Students, Associate Vice President for Student Affairs, or designee for involuntary administrative withdrawal.

If it becomes necessary to initiate an involuntary administrative withdrawal in accordance with the medical/psychological protocol, students will normally be restricted from returning to the University for no less than two semesters. Students may petition for earlier reentry if they obtain documentation from a licensed mental health care provider indicating that the student has taken reasonable steps to resolve their concerns. Students who are considered for reentry prior to two semesters will do so under stated conditions and will be required to provide appropriate documentation from a licensed

mental health care provider regarding the student's readiness to participate in the University environment.

The student and documentation must also be evaluated by a member of the University's Student Counseling Services staff. The staff will assist in determining the student's readiness to return to the University environment and make recommendations for additional treatment as appropriate, prior to the student being recommended for readmission.

Students may appeal administrative decisions rendered through this Policy on Mental Health.

1. Appeals of administrative decisions are considered by the Dean of Students or designee. (In cases where the Dean of Students serves as the administrative hearing officer, the Vice President of Student Affairs or designee will consider student appeals.)
2. The Dean may decide one of the following:
 - That there is no basis for the appeal. The appeal is then dismissed, and the original decision stands.
 - That an incorrect finding was reached. The Dean will then dismiss the decision.
 - That the decision rendered is unfair or inappropriate. The Dean then determines an action fair to the facts of the case. The Dean is not empowered to increase the level of the action, but may refer the case to an appropriate hearing body.

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 may range from a warning to dismissal or expulsion for individuals, and from a warning to suspension or termination for organizations. In addition, students or student organizations may be subject to a restriction of privileges. 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
Guest Policy
Sexual Misconduct
Telephone Misuse
Theft
Threats of Violence
Violation of Local, State and Federal Law
Weapons, Firearms, Fireworks, Explosives and Combustibles

JURISDICTION

Salisbury University's jurisdiction shall extend to all behavior by any undergraduate or graduate student and/or student organization that occurs on University property, at University-sponsored activities, on University-sponsored trips or functions, and conduct occurring off campus. Therefore, **Salisbury University may impose sanctions against a student or student organization for the violation of any student regulations that occur on campus. Sanctions also may be imposed against a student or student organization for the violation of any regulations that occur off campus**