

2024-2026

Biennial Report

Robert Morris University

2024-2026 COMMITTEE MEMBERS

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INTRODUCTION

The information provided herein is in compliance with the requirements of Title IV, Part 86 of the Drug-Free Schools and Campuses Regulations, as required by the U.S. Department of Education and the Higher Education Center for Alcohol and Other Drug Prevention.

Founded in 1921, Robert Morris University is a private university located just outside Pittsburgh, Pennsylvania. Through professionally focused educational programs, extraordinary real-world experiences, and a welcoming supportive community, RMU empowers students to face challenges boldly, lead with integrity, build great careers and lead successful lives.

In compliance with the regulations of Title IV, Part 86, RMU prepares a Biennial Report on alcohol and other drug awareness efforts. The Biennial Report contains information from the previous two years (2024-2026) about the specific prevention and intervention efforts of our campus community, including the impacts of violations and available resources related to alcohol and other drugs.

BIENNIAL REPORT PURPOSE AND OBJECTIVES

RMU prioritizes both the safety and wellness of students and employees. Under Title IV, Part 86 of the Drug-Free Schools and Campuses Regulations, RMU is responsible as an institution of higher education (IHE) to provide various programs and resources which help to prevent and build awareness around drug and alcohol abuse. The Biennial Report Committee conducts a biennial review of alcohol and other drug-related programs to determine their effectiveness and subsequently identify and implement necessary changes.

STUDENT POLICIES AND REGULATIONS (UNIVERSITY-WIDE)

See ***Attachment A—Code of Student Conduct*** for student policies, including the following:

- Student Alcohol Policy
- Student Drug Policy
- Alcohol and Drug Amnesty Policy
- Medical Marijuana Policy
- University Anti-Hazing Policy
- Smoking Policy
- Solicitation Policy
- Equal Opportunity, Harassment, and Nondiscrimination Policy
- Weapons Policy

See also ***Attachment C*** for the Protection of Minors policy.

STUDENT-ATHLETE POLICIES AND REGULATIONS (DEPT. OF ATHLETICS)

See ***Attachment B—Student-Athlete Code of Conduct*** for Department of Athletics policies, including the following:

- Academic Integrity Policy
- Sportsmanship Policy
- Student-Athlete Drug and Alcohol Policy
- Safe Harbor Policy
- Tobacco Policy
- Department of Athletics Hazing Policy
- Harassment Policy
- Hate Crime Policy
- Social Media Policy
- Weapons Policy
- Medical Policies

EMPLOYEE POLICIES AND REGULATIONS

Protection of Minors Policy

This policy applies to all individuals who interact with minors in the course of university operations, including students, vendors, and contractors. It provides guidelines and standards for interaction with minors. In addition, this policy sets forth requirements for registration of events with minors, clearances, and other requirements for those who participate in these events.

- For full text of the Protection of Minors Policy, please see ***Attachment C***.

Employee Discipline Procedure and Drug-Free Workplace Policies

RMU prohibits unlawful manufacture, distribution, possession, or use of a controlled substance or alcohol on RMU premises or while conducting university business off RMU premises. In accordance with the Discipline Procedure and Drug-Free Workplace Policies, violations may result in disciplinary action up to and including discharge.

- For full text of the Discipline Procedure Policy, please see ***Attachment D***.
- For full text of the Drug-Free Workplace Policy, please see ***Attachment E***.

ANNUAL NOTICE DISTRIBUTION PROCEDURES

Students

At the beginning of the academic year, all students are notified via email by the Dean of Students Office about student conduct and drug and alcohol policies. Students are encouraged to review the documents contained in those emails, and contact the Dean of Students Office with questions or concerns.

- To review the Student Notification, please see ***Attachment F***.

Employees

Via the Human Resources Office, all employees receive an email containing the annual Drug & Alcohol Awareness newsletter. The newsletter contains the following: health risks of drug and alcohol abuse, signs of abuse and dependency, information about the Employee Assistance Program and treatment centers, laws and penalties, and a link to the employee discipline procedure.

- To review the Employee Notification Letter, please see ***Attachment G***.

LOCAL AND STATE LAWS

- Section 5505: Public Drunkenness. A person is guilty of a summary offense if he/she appears in a public place manifestly under the influence of alcohol or a controlled substance to the degree that he/she may endanger himself/herself or other persons or property, or annoy persons in his/her vicinity.
- Section 6307: Misrepresentation of Age to Secure Liquor or Malt or Brewed Beverages. A person is guilty of a summary offense for a 1st violation and a misdemeanor of the 3rd degree for any subsequent violations if he/she, being under the age of 21 years, knowingly and falsely represents himself/herself to be 21 years of age or older to any licensed dealer, distributor or other person, for the purpose of procuring or having furnished to him/her, any liquor or malt or brewed beverages.
- Section 6308: Purchase, Consumption, Possession or Transportation of Liquor or Malt or Brewed Beverages. A person commits a summary offense if he/she, being less than 21 years of age, attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports any liquor or malt or brewed beverages.
- Section 6309: Representing That a Minor is of Age. A person is guilty of a misdemeanor of the 3rd degree if he/she knowingly, willfully and falsely represents to any licensed dealer, or other person, any minor to be of full age, for the purpose of inducing any such licensed dealer or other person, to sell or furnish any liquor or malt or brewed beverages to the minor.
- Section 6310: Inducement of Minors to Buy Liquor or Malt or Brewed Beverages. A person is guilty of a misdemeanor of the 3rd degree if he/she hires or requests or induces any minor to purchase, or offer to purchase, liquor or malt or brewed beverages from a duly licensed dealer for any purpose.
- Section 6310.1: Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors. A person commits a misdemeanor of the 3rd degree if he/she intentionally and knowingly sells or furnishes, or purchases with the intent to sell or furnish, any liquor or malt or brewed beverages to a person who is less than 21 years of age. (This section does not apply to any religious service or ceremony which may be conducted in a private home or a place of worship where the amount of wine served does not exceed the amount reasonably, customarily and traditionally required as an integral part of the services or ceremony.)
- Section 6310.2: Manufacture or Sale of False Identification Card. A person commits a misdemeanor of the 2nd degree if he/she intentionally, knowingly or recklessly manufactures, makes, alters, sells or attempts to sell an identification card falsely representing the identity, birth date or age of another.
- Section 6310.3: Carrying a False Identification Card. A person commits a summary offense for a 1st violation and a misdemeanor of the 3rd degree for any subsequent violations if he/she,

being under 21 years of age, possesses an identification card falsely identifying that person by name, age, birth, or photograph as being 21 years of age or older and obtains or attempts to obtain liquor or malt or brewed beverages by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of that person who possesses the card.

- Section 6310.7: Selling or Furnishing Nonalcoholic Beverages to Persons under 21 Years of Age. A person commits a summary offense if he/she intentionally and knowingly sells or furnishes nonalcoholic beverages to any person under 21 years of age. (As used in this section, the term "nonalcoholic beverage" means any beverage intended to be marked or sold as nonalcoholic beer, wine, or liquor having some alcohol content but does not contain more that 0.5% alcohol by volume.)

DEPARTMENTAL PROGRAMMING

Department of Athletics

The Department of Athletics at RMU provides opportunities for student-athletes to receive a quality experience, both in the classroom and in intercollegiate athletic competition. The Department of Athletics enhances the intellectual, social, and personal development of our student-athletes, helping them to grow through their experiences at RMU and to prepare for meaningful careers and lives. Toward this purpose, the Department of Athletics promotes academic achievement, good sporting and ethical conduct, and equitable opportunities for all students and staff. The guiding principle of RMU is to focus on academics first; therefore, we view our successes based not on wins and losses, but as linked to the educational mission of RMU and the welfare of our student-athletes.

Student-Athlete Drug and Alcohol Programs

The Department of Athletics recognizes substance and chemical abuse as one of the major problems facing student-athletes today. It is also important to recognize that participation in athletics may make student-athletes particularly vulnerable to substance and chemical abuse. Consequently, RMU and the Department of Athletics follows NCAA Guidelines with reference to substance abuse.

Prevention and Education Programs

2024-2025 Academic Year

- All Student-Athlete Orientation, August 2024
- Preseason Team Meetings, August 2024
- Football Freshman/Transfer Orientation, August 2024

2025-2026 Academic Year

- All Student-Athlete Orientation, August 2025
- Preseason Team Meetings, August 2025
- Football Freshman/Transfer Orientation, August 2025

Sanctions

2024-2025 Academic Year

- Alcohol Referrals: 0 Student-athletes referred for assessment
- Drug Referrals: 0 Student-athletes referred for assessment

2025-2026 Academic Year

- Alcohol Referrals: 1 Student-athletes referred for assessment
- Drug Referrals: 1 Student-athlete referred for assessment

Office of Residence Life

The Office of Residence Life promotes community and student development by creating a supportive, integrative, and inclusive environment for learners that enriches the overall collegiate experience for residential students. Through collaborative programs and services our department provides life-enriching opportunities that foster the intellectual, social, emotional, and personal growth and well-being of students.

Drug and Alcohol Education Programs (2024-2025)

Community Advisors hosted **"Myth vs. Fact: Alcohol Edition,"** an interactive educational program that challenged students to identify common misconceptions about alcohol use, binge drinking, and campus policies. Participants competed in trivia and learned about responsible decision-making, harm reduction strategies, and resources available through the University. Approximately 40 **students** participated.

Drug and Alcohol Education Programs (2025-2026)

Community Advisors hosted **"Choose Your Night,"** a scenario-based program where students worked through realistic social situations involving alcohol and other drugs. Small groups discussed decision-making, bystander intervention, and ways to support friends while practicing healthy and responsible choices. The program concluded with information on campus support services and safe transportation options. Approximately 38 **students** attended.

Department of Greek Life

Involvement in Greek Life at RMU enhances students' educational experience by emphasizing intellectual, interpersonal, and social development. RMU fraternity and sorority members strive to live, every day, by the shared ideals of lifelong friendship, academic excellence, service and charity toward others, and social development and interaction. The Dean of Students Office provides advisement to Greek Life at RMU and works with all community stakeholders to cultivate an environment that fosters a commitment to, and supports the values of, the respective chapters, as well as the standards and expectations for students and organizations on our campus.

Alcohol and substance abuse are not tolerated. Most Greek Life organizations have mandatory educational sessions on the dangers of alcohol and substance abuse and precautions are taken to ensure a safe environment. A New Member Academy program is hosted annually for all new

chapter members. Topics covered include the Code of Student Conduct with specific attention to the university's alcohol, drug, hazing, and Title IX policies. Department staff are often invited by individual chapters to present workshops and educational programs. Reporting options and campus resources are shared with members and organization leaders. Concerns, policy violations, and violations of Pennsylvania law related to alcohol can be anonymously reported here.

RMU prides itself on a Greek Life community that is focused on the personal and professional development of its members. Fraternity and sorority members are some of the most active students on campus for their engagement in other activities in and out of the classroom. Every organization devotes countless hours annually to community service and raises money for their national philanthropies. Chapters submit semester reports at the end of the fall and spring semesters outlining the number of educational, social, service and philanthropic programs hosted.

Counseling Center

The counseling center staff supports RMU's institutional Vision, Mission, and Core Values—all of which are centered on empowering and supporting students—through our work providing mental health-related educational outreach, as well as short-term counseling services and crisis intervention to currently-enrolled students experiencing mental health issues or concerns. We seek to support and transform lives by helping students develop the necessary skills to create a solid foundation for sustained well-being.

The Counseling Center is committed to:

- Addressing the mental health needs of students via clinical services and psychoeducational programming, in order to increase resilience and help students to develop strategies for success.
- Being a strategic partner with RMU departments, offices, and student organizations to provide a holistic and complete experience that honors all students.
- Developing student leaders committed to enhancing holistic wellness on campus through the Thrive Program.
- Empowering students to realize their fullest potential while in college and beyond.
- Providing culturally competent clinical services and community interventions and dedicated to promoting an environment of respect for all persons, without regard to race, ethnicity, national origin, gender identity, age, religious affiliation, sexual orientation, physical/mental ability, and socioeconomic status
- Providing a safe, welcoming, and affirming environment for all persons who utilize our services.

The Counseling Center strives to honor these values through a variety of professional services, including: individual and group therapy; crisis intervention; drug, alcohol, and sexual violence educational programs; outreach; and consultation. In addition to direct counseling services for students, the Counseling Center provides consultation, outreach, and education to the entire campus community.

Prevention and Education Programs

Drug and Alcohol Education Programs (2024-2025)

- The university partnered with Vector Solutions to provide online educational training for all new first-year and transfer students on the dangers of underage and high-risk drinking.
- The Counseling Center partnered with Vector Solutions to provide online training for students found responsible for Code of Student Conduct violations for alcohol related policies. Twenty-six students were assigned an online course.
- Similarly, the Counseling Center partnered with eCHECKUP TO GO for substance use education for Code of Student Conduct policy violations related to marijuana and other drug use. Nine students were assigned online training.
- On October 7, 2024 Thrive offered a "Rethink Your Drink" event leading up to the week of Homecoming to educate students on alcohol safety and provided suggestions for alcohol-free drink alternatives. The activity featured SUM-IT-CUP educational activity having students pour glasses of different drinks with the purpose of educating on actual vs perceived drink sizes. Students used drunk goggles to simulate vision impairment at different levels of intoxication.
- On February 14, 2025, Thrive Co-Hosted "For the Love of Consent" Valentines Day Carnival. The event focused on proper consent, including the influence of alcohol. In addition to psychoeducation, students were offered "Night Caps", hair scrunchies that double as a drink cover to prevent drugging.
- On May 2, 2025, Thrive hosted their annual "Chillfest" event, featuring specific drug and alcohol educational elements including SUM-IT-CUP and drunk goggles.

Drug and Alcohol Education Programs (2025-2026)

- The university partnered with Vector Solutions to provide online educational training for all new first-year and transfer students on the dangers of underage and high-risk drinking.
- The Dean of Students Office partnered with Vector Solutions to provide online training for students found responsible for Code of Student Conduct violations for alcohol related policies. Fifty-one students were assigned an online course.
- Similarly, the Dean of Students Office partnered with eCHECKUP TO GO for substance use education for Code of Student Conduct policy violations related to marijuana and other drug use. Eight students were assigned online training.
- On August 27, 2025, Thrive and Title IX hosted "Take Back the Red Zone," including an element of psychoeducation on the effects of alcohol on consent and sexual assault. Students used drunk goggles to simulate impairment of drinking or drug use. The event was sponsored in part by Athletic Brewing Company, offering free samples of an alcohol-free beverage to students to promote a safer alternative.
- On October 10, 2025, Thrive again hosted "Rethink Your Drink" leading up to homecoming, with similar alcohol education material to previous years.
- On May 1, 2026, Thrive hosted the annual "Chillfest" event, using stress relief and a country theme to offer students educational games and materials to teach about drug and alcohol safety. SUM-IT-CUP and drunk goggles were used.

The Title IX Office

The Title IX Office seeks to foster safe and respectful university environments that protect students, faculty, and staff from incidents of sex-based discrimination and sexual harassment, as well as all other equity concerns.

Title IX Prevention and Education Programs

Online Education - Sexual Assault Prevention - These educational assignments were required of all incoming first-year students and transfer students and were sent to all returning students. The modules allow the learner to help keep our campus community safer, one healthy behavior at a time. Scenarios are used to teach students how to be mindful of unhealthy behaviors and how alcohol and drugs can be used to facilitate acts of sexual assault. Additional campus-specific information, including reporting mechanisms and support resources, was also outlined.

An additional "Follow Up" training was sent to all returning students during the spring semester.

Ongoing Virtual and In-Person Title IX Training to Campus Leaders - Various student groups received training from the Title IX Coordinator. These in-person education sessions were comprehensive, discussing many components of Title IX such as ways to report, medical amnesty, an overview of Title IX policy and procedures, supportive measures, teaching what affirmative consent looks/sounds like, and bystander intervention training.

Title IX Orientation/Training for all NCAA Sports Teams - Annual beginning-of-year meetings with all NCAA sports teams include a presentation from the Title IX Coordinator discussing many components of Title IX such as ways to report, medical amnesty, an overview of new changes to our policy and procedures, and supportive measures.

*My*Health RMU

RMU has partnered with UPMC to provide *My*Health RMU, an onsite health and wellness center that treats a variety of health issues, paying special attention to the unique needs of young adults.

Prevention Program

The *My*Health RMU Center has Narcan available in case of an opioid overdose on campus.

SANCTIONS

Student Conduct

When a large number of people live and work together in a campus community with concern for one another, it becomes necessary to formulate procedures and regulations to provide for an orderly environment. Consistent with these objectives, RMU recognizes an obligation toprovide an atmosphere that is conducive to meeting the academic, living/learning, and social goals established by RMU and to stimulate an atmosphere of civility and civil discoursewhere learning and living in a secure environment can flourish.

Certain procedures and regulations have been developed by RMU to assure quality of opportunity for each student and each student group in attainment of their objectives. For many individuals,

becoming a student in the RMU community represents the first serious challenge to accepting major responsibility. RMU considers students to be mature individuals who are responsible for establishing and accepting standards for personal and group conduct in accordance with the regulations of the university and laws of the county, state, and federal government. The University Student Conduct Process was developed in accordance with the Code of Student Conduct and published university policies that may be found at rmu.edu/conduct.

Incidents (through May 2026)			
	2024	**2025**	**2026**
Alcohol Law	19	17	21
Alcohol Policy	6	20	17
Public Intoxication	0	0	0
TOTAL	25	37	38

Incidents (through May 2026)			
	2024	**2025**	**2026**
Narcotics Law	2	3	6
Narcotics Policy	2	3	3
TOTAL	4	6	9

University Police

The mission of the RMU Police Department is to promote an atmosphere which is free from fear for personal safety, property loss, or accident, and thereby enhances the overall operation and academic excellence of RMU. Through continuous protection, service and education, the RMU Police Department contributes to the maintenance of a free, orderly, and safe campus environment. To accomplish the established mission, it is essential that the Police Department strives for excellence in operations and community service which will result in the confidence, respect, support, and cooperation of the RMU community.

- University Police carry Narcan as part of the regularly issued equipment.
- Chief DeWitt is available to answer any questions from parents/guardians on drug and alcohol safety during admissions events for prospective and incoming students.
- Police inform every FYSP class about Alcohol and Drug Policies and resources on campus.
- There is a prescription drug drop box in the lobby of the Barry Center available for RMU community members to drop off unused medications 24/7, no questions asked.

Ambulance Transports (through May 2026)		
	Drugs	**Alcohol**
2024	1	3
2025	0	3
2026	2	1

Arrests (through May 2026)		
	Drugs	**Alcohol**
2024	3	5
2025	0	0
2026	0	0

LOCAL TREATMENT AND REFERRAL RESOURCES

Local Drug and Alcohol Treatment Centers

- **Gateway Rehabilitation Center (GRC)**
  (412) 604-8900 (main - Aliquippa) or (412) 788-6292 (Robinson location - offering IOP and partial hospitalization)
  https://www.gatewayrehab.org/
  GRC provides free and confidential Drug and Alcohol Assessments to give RMU students options to help them reach their goal of sobriety. Additionally, multiple locations in PA offer drug and alcohol treatment services, including detox/inpatient, partial hospitalization, and intensive outpatient programs (IOP).

- **Jade Wellness**
  (412) 380-0100 ext. 2 (Monroeville) or (412) 380-0100 ext. 3 (Wexford)
  https://myjadewellness.com/
  Jade Wellness has multiple locations in the Pittsburgh area and offers drug and alcohol based programming such as day treatment programs, intensive outpatient programs (IOP), and outpatient services.

- **Recovery Centers of America**
  (888) 905-0401 (Monroeville) https://recoverycentersofamerica.com/
  RCA offers drug/alcohol detox services, inpatient, outpatient (both in person and virtual options), medically assisted treatment (MAT), and other options for affinity grouping (faith-based, young adults, military, first responders, etc.).

National Resources

- 988 Suicide & Crisis Lifeline - Call or text 988; http://www.988lifeline.org
- Alcoholics Anonymous - http://www.aa.org/
- Narcotics Anonymous - https://www.na.org/
- College Drinking - https://www.collegedrinkingprevention.gov/
  - A one-stop resource for comprehensive research-based information on issues related to alcohol abuse and binge drinking among college students, with online tools for parents, students, administrators and more.
- National Drug Abuse Helpline - 1-800-662-HELP (4357) https://www.samhsa.gov/find-help/national-helpline
- National Institute on Drug Abuse - https://www.drugabuse.gov/

FUTURE PROGRAM PLANNING

The Title IV Biennial Review Committee met on August 17, 2026, to discuss this report and generate recommendations for future drug and alcohol intervention programming. The recommendations are as follows:

- Continue to offer collaborative drug and alcohol programming to the campus community with a goal of providing 2-4 drug and alcohol education programs per semester. Campus partners may include the Counseling Center, *My*Health RMU, Residence Life, Title IX, Department of Athletics, etc.

- Begin providing targeted drug and alcohol education programming to student athletes at least once per academic year.

- Establish the "Red Zone" as an annual signature event for the university. In the Fall 2025 semester, Title IX Office collaborated with THRIVE peer educators from the Counseling Center to sponsor a "Take Back the Red Zone" event, in which there were multiple stations involving fun activities, all promoting education about the "Red Zone," which is the time period at the beginning of the academic year when instances of sexual assault rise due to a number of factors, such as first-time drug and alcohol use, students being away from home for the first time etc.

- Post the link to the annual drug and alcohol student newsletter, "The More You Know," to the RMU Counseling Center's website each year.

- Continue to promote *My*Health RMU's services to the campus community. *My*Health RMU is an onsite health and wellness center provided through the University's partnership with UPMC. It is available to both students and benefit-eligible employees, and offers a menu of programming that includes 1-2 alcohol and drug-related education and outreach events per semester. *My*Health RMU also provides access to UPMC healthcare providers, as well as professional health coaches who will work with individuals on a variety of behaviors, such as alcohol and substance use. *My*Health RMU also offers behavioral health appointments with a psychiatric nurse practitioner.

- Continue to promote the Employee Assistance Program (EAP) across all university departments. RMU offers all employees (whether or not they are benefit-eligible) access to the Employee Assistance Program (EAP). The EAP offered through RMU is available to employees, their dependents, and all household members to age 26. The EAP includes six face-to-face assessment and counseling sessions that can help with depression, relationship issues, life improvement, addiction, stress, financial concerns, and/or online Will preparation. Additional sessions may be provided free of charge when circumstances warrant. There is no charge for employees and eligible dependents to use this service. EAP details can also be found at https://www.rmu.edu/intranet/hr/employee-assistance-program.

Attachment A

Robert Morris University Code of Student Conduct and Conduct Process

Declaration of Integrity

As students at Robert Morris University, we believe in a set of ideals and standards that can help guide our behavior toward one another and all members of the University Community.

We, the Community of Robert Morris University, believe in a set of ideals and standards to guide us– students, faculty, staff, and alumni alike– onward. Hand in hand we proclaim, with one voice, the following declarations:

- I will promote a professional environment and strive to achieve my greatest academic potential.
- I will do this while also working towards becoming a productive and active member of the Robert Morris University community and society in general.
- I will devote myself to becoming an upstanding member of this institution by making decisions that maintain the academic integrity of the Robert Morris University community.
- I will conduct myself in a manner that upholds the University's core values.
- I recognize that technology is a powerful tool and a pivotal part of the learning experience. Therefore:
    - I vow to respect the power of technology and never use it to promote discord or gain an unfair advantage.
    - I promise to use technology as a resource to aid in the creation of original student work, and not to use it as a means of plagiarism or other forms of academic dishonesty.
- I will foster an environment of respect and compassion where students, faculty, and staff of all nations, races, beliefs, sexual orientations, and genders can coexist and develop in a diverse global community.
- I recognize that the resources provided by the University belong to everyone in the Robert Morris University community and will respect these valuable assets.
- I acknowledge that my status as a member of the Robert Morris family does not end upon my departure, but rather continues to reflect upon me throughout life.

We recognize that this is a living document intended to evolve over time. We encourage members of the Robert Morris University Community to heed these declarations and abide by them with morality and respect.

CODE OF STUDENT CONDUCT

All students at Robert Morris University, both undergraduate and graduate, are expected to conduct themselves in a manner supportive of the missions, processes, and functions of the institution. Integrity, respect for the person and property of others, and a commitment to intellectual and personal growth in a diverse population are values deemed fundamental to membership in the University community.

Through voluntary entrance to the University, students assume obligations of performance and behavior expected by the University. The following disciplinary rules, although not all-inclusive, are provided as behavioral standards and are designed to help ensure order in the University community, to protect the rights of community members, and to create an environment which can enhance the opportunity for personal growth and development on campus, in the community, and on-line.

Robert Morris University considers the following behavior, or attempts thereof, by any students or student group, whether acting alone or with any other persons, to violate the Code of Student Conduct. Culpability is not diminished for violations that are committed in ignorance of the Code of Student Conduct or under the influence of alcohol, illegal drugs, or improper use of controlled substances.

1. Knowingly and willingly being in the presence of a violation of part of the Code of Student Conduct;

2. Acts of incivility or irresponsible and/or disrespectful social conduct;

3. Acts of dishonesty, including but not limited to the following:
   a. Cheating, plagiarism, or other forms of academic dishonesty (See Section 2.4);
   b. Furnishing false information to any University official, faculty member, or office;
   c. Forgery, alteration or misuse of any University document, record, or instrument of identification;
   d. Tampering with the election of any University recognized student group;
   e. Violation(s) of the Academic Integrity Policy (See Section 2.4);

4. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other University activities, including its public-service functions on or off campus, or other authorized non-University activities, when the act occurs on University premises;

5. Physical abuse, verbal abuse, threats, intimidation, coercion, bullying, aggressive behavior, conduct which threatens or endangers health and/or safety, or acts which are contrary to the ideals of civility and respect;

6. Sexual misconduct; sexual contact without consent; sexual acts or exploitation committed either by force, intimidation, or through use of the victim's mental incapacity or physical helplessness; sexual harassment; recording sexual activity or sharing sexual content without consent of all parties (See Section 2.5);

7. Attempted or actual theft of and/or damage to or vandalism of property of the University or property of a member of the University community or other personal or public property;

8. Acts which constitute a fire safety hazard including but not limited to the following:
   a. Failure to evacuate when fire alarms are activated or as instructed for reasons of personal safety

by a member of the University staff;
b. Tampering with fire safety equipment;
c. Discharging a fire extinguisher without reasonable cause;
d. Use of fireworks or other items which pose a fire safety threat to the community;
e. Failure to abide by published room occupancies;

9. Hazing, defined as any reckless or intentional act that produces physical, mental, or emotional pain, discomfort, humiliation, embarrassment, or ridicule directed toward other students or groups that is expected or required of new and/or current members of a team, group, or organization;

10. Failure to comply with directions of University officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so;

11. Unauthorized entry, use, or occupation of University facilities that are locked, closed, or otherwise restricted as to use;

12. Unauthorized possession, duplication, distribution, or use of keys to any University premises;

13. Unauthorized recording of University classes or other University activities;

14. Violation of published University policies, rules, or regulations; including but not limited to Residence Life policies, Housing Contract, Service and Assistance Animal Policies, Hazing Policy, Solicitation Policy, and Guidelines for Student Clubs and Organizations;

15. Violation of federal, state, or local law on University premises, off campus, or at University sponsored or supervised activities;

16. Use, possession, or distribution of narcotics, other controlled or illegal substances including, but not limited to synthetic drugs, or paraphernalia associated with the use of illegal substances except as expressly permitted by law and Robert Morris University regulations; Use, possession, or distribution of alcoholic beverages except as expressly permitted by the law and Robert Morris University regulations;

17. Possession of weapons or other dangerous items including but not limited to firearms, knives, pellet guns, paint guns, BB guns, stun guns, tasers, bows and arrows, fireworks, explosives, ammunition, or dangerous chemicals on University premises;

18. Participation in a campus demonstration which disrupts the normal operations of the University and infringes on the rights of other members of the University community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus;

19. Obstruction of the free flow of pedestrian or vehicular traffic on University premises or at University sponsored functions or events;

20. Conduct which is disorderly, lewd, or indecent; public intoxication; breach of peace; aiding, abetting,

or procuring another person to breach the peace on University premises or at functions sponsored by, or participated in by, the University;

21. Permitting guests, knowingly or by negligence, to violate any portion of the Code of Student Conduct;

22. Theft, abuse, or misuse of technology, including but not limited to:
    a. Accessing any system with another person's credentials (typically an ID and password), whether someone gave the information to you or it was hacked;
    b. Illegally downloading copyrighted material;
    c. Sharing anyone's login or other confidential information;
    d. Acting as anyone other than yourself online, whether through someone's account or a false account;
    e. Communicating false information as if it came from an authoritative source;
    f. Interfering with the work of another student or RMU employee;
    g. Harassing or bullying, which includes but isn't limited to sending or posting obscene, false, threatening, inappropriate, or abusive messages;
    h. Hacking, attacking, misuse, or unauthorized use of any computer system or equipment provided for your use;
    i. Use of technology (e.g., Artificial intelligence, ChatGPT, etc.) to engage in plagiarism or other forms of academic dishonesty; (See section 2.4);

23. Abuse of the Student Conduct Process, including but not limited to:
    a. Failure to obey the summons of a Student Conduct Advisor or University official;
    b. Falsification, distortion, or misrepresentation of information before a Conduct Advisor, Conduct Board or other University official;
    c. Disruption or interference with the orderly conduct of a student conduct proceeding;
    d. Interruption of a student conduct proceeding knowingly without cause;
    e. Attempting to discourage an individual's proper participation in, or use of, the Student Conduct Process;
    f. Attempting to influence the impartiality of a member of a Conduct Advisor, board member witness, respondent, or complainant prior to and/or during the course of the Student Conduct proceeding;
    g. Harassment (verbal or physical) and/or intimidation of a Conduct Board member or Conduct Advisor prior to, during, and/or after a student conduct proceeding;
    h. Failure to comply with the sanction(s) imposed by a Conduct Advisor or board;
    i. Influencing or attempting to influence another person to commit an abuse of the student conduct process;

24. Harassment or discrimination based on race, color, religion, disability, national origin, sexual orientation, political affiliation, gender, age, marital status, or inclusion in any group protected by law.

Student Conduct Process 2025 – 2026

Introduction

When a large number of people live and work together in a campus community with concern for one another, it becomes necessary to formulate procedures and regulations to provide for an orderly environment. Consistent with these objectives, the University recognizes an obligation to provide an atmosphere that is conducive to meeting the academic, living/learning, and social goals established by the University and to stimulate an atmosphere of civility and civil discourse where learning and living in a secure environment can flourish.

Certain procedures and regulations have been developed by Robert Morris University to assure quality of opportunity for each student and each student group in attainment of their objectives. Robert Morris University considers students to be mature individuals who are responsible for establishing and accepting standards for personal and group conduct in accordance with the regulations of the University and laws of the county, state and federal government. The University Student Conduct Process was developed in accordance with the Declaration of Integrity, Code of Student Conduct and published University policies that may be found on the Robert Morris University web site at www.rmu.edu.

Student Conduct Philosophy

In order to protect the welfare and freedom of its students, faculty, and staff, as well as University property from destruction and misuse, Robert Morris University has formulated the University Student Conduct Process. The University has an obligation to clarify those standards of behavior that it considers essential to its educational mission and its community life. These general behavioral expectations and the resultant specific regulations represent a reasonable standard of student conduct for students on-campus, in the community, and while engaged in online activities.

Operating a student conduct process in a university environment requires careful investigation and consideration of many factors. Each student will be regarded in light of their individual character, their actions, and the amenability of that student to the ideals of civility and respect for others. The university believes that each case and each student is unique. The decisions rendered in a particular case will be made from an educational perspective. The decisions will be based on whether or not the individual is fulfilling the responsibilities expected of a student at Robert Morris University.

Section 1: Organization/Philosophy

1.1 The Trustees and President of Robert Morris University have delegated authority to the University Student Conduct Process to adjudicate cases alleging violations of the Code of Student Conduct by Robert Morris University students.

1.2 The procedures included herein apply to the resolution of matters of academic misconduct, social misconduct, and related matters. Matters of academic conduct may be resolved via the University Academic Integrity Policy guidelines and/or referred to the University Student Conduct Process as deemed appropriate.

1.3 Supervision of the University Student Conduct Process is the responsibility of the Dean of Students Office. Implementation of these procedures is the responsibility of the Dean of Students or their

designee, in cooperation and consultation with appropriate representatives of the University community.

1.4 Robert Morris University is an institution of higher learning where individual growth and development are fostered, excellence is pursued, and the highest standards of integrity are expected in all areas of life. Robert Morris University is committed to providing an environment where persons are safe, property is secure, individual rights of all persons are respected, and education of the highest quality is achieved.

1.5 The Code of Student Conduct outlines the behavior expected of all students at Robert Morris University, both undergraduate and graduate. Having voluntarily enrolled at Robert Morris University, all students agree to abide by the rules and regulations set forth in the Code of Student Conduct. Each student is responsible to modify their behavior to adhere to the requirements of this code and applicable federal, state, and local laws.

1.6 Violations of the Code of Student Conduct will be adjudicated by the University Student Conduct Process, which is designed to reflect and support the educational mission of the institution and to ensure the fair and equitable treatment of all individuals and groups charged with or victimized by student misconduct. Violations of RMU's Policy on Sexual Harassment and Relationship Violence will be adjudicated in accordance with that policy (pg. 29).

1.7 The decision to pursue allegations of student misconduct through the University Student Conduct Process will be consistent with the philosophies and guidelines outlined in this publication. Sanctions of the University Student Conduct Process are designed to be educational and to develop citizenship, responsibility, and accountability in our students.

1.8 Robert Morris University considers its Code of Student Conduct as a statement of minimal expectations and seeks to foster a commitment to the highest standards of ethical behavior by the coherent, consistent, and fair manner in which it enforces its rules and regulations. The University views its Student Conduct Process as a learning experience that is intended to result in the growth and understanding of individual responsibilities on the part of all persons.

Section 2: Jurisdiction

2.1 The University Student Conduct Process has jurisdiction over all alleged violations of the Code of Student Conduct by any student or recognized student group that may be brought to the University's attention. Jurisdiction of the University Student Conduct Process extends to alleged misconduct that takes place on University owned or controlled property or on property close to the University, including off campus housing; alleged misconduct that takes place at any University sponsored event; alleged misconduct that takes place at internship sites, student teaching placements, or any site of designated academic activity; and alleged misconduct that has a significant impact on the educational mission and well-being of the University community that takes place at any location off campus or online.

2.2 University Student Conduct proceedings are administrative in nature and independent of any criminal and/or civil proceedings that may be concurrently in process. University Student Conduct proceedings are intended to enforce the Code of Student Conduct at Robert Morris University although the conduct in question may be simultaneously in violation of federal, state or local laws. The University may notify local and federal authorities when a crime is alleged to have been

committed, but such notification will not modify the University's authority to address the alleged misconduct through its own conduct process.

2.3 The findings of the University disciplinary process are independent, and, therefore, are not affected by the findings of any criminal or civil proceedings. Students whose charges have been reduced/dismissed in criminal proceedings may be held wholly accountable in the Student Conduct Process.

2.4 Violations of the Academic Integrity Policy may be referred to and processed by the Academic Integrity Council, the University Student Conduct Process, or both. The Academic Integrity Council and the University Student Conduct Process are administrative in nature and operate independently of one another. For a detailed description of the process for Violations of the Academic Integrity Policy by the Academic Integrity Council, please refer to the Academic Integrity Policy available online.

2.5 Violations related to gender such as sexual harassment, sexual assault, and other sexual misconduct may be referred to and processed by the Title IX Office, the University Student Conduct Process, or both, depending on the type of violation. These administrative processes operate independently of one another. For more information on how Robert Morris University responds to violations related to gender, refer to the University's Policy on Equal Opportunity, Harassment, and Nondiscrimination. Relationship Violence. Visit titleix.rmu.edu for more information.

Section 3: Overview of the Student Conduct Process

3.1 A University Student Conduct complaint may be filed against any student or recognized student group by any member of the University community, including by the University itself. An individual(s) making a complaint is designated as the complainant. An individual(s), or a student group, reported to have allegedly engaged in prohibited conduct is considered the respondent in the matter. Complaints may be filed by a member of the University community by submitting an Incident Report via the university's online reporting form, providing a statement to the Dean of Students, University Police or to an appropriate University office. All documentation and other evidence associated with the complaint, e.g., University Police or police reports and witness statements, should be submitted to the Dean of Students Office. More than one complaint may be filed arising out of the same incident.

3.2 Complaints regarding academic dishonesty or abuse of University technology resources will be handled according to specific department/school policy and may be referred to the University Student Conduct Process or Academic Integrity Council at the discretion of the appropriate department head or academic administrator.

3.3 The Dean of Students or their designee will determine whether a complaint concerns students and/or recognized student groups and whether the complaint concerns subject matter falling within the jurisdiction of the University Student Conduct Process. The Dean of Students or their designee further will determine whether the complaint demonstrates sufficient evidence of wrong-doing to warrant further investigation and/or commencement of the conduct process.

3.4 The standard of proof applied within the University Student Conduct Process is a preponderance of the evidence, which requires a demonstration that it is "more likely than not" that the accused student or recognized student group has violated the Code of Student Conduct.

3.5 It is the responsibility of each party to investigate, prepare, and present their case before a Conduct

Board or Conduct Advisor. This responsibility includes identifying and presenting any witnesses or witness statements. The University Student Conduct Process is not authorized to mandate the appearance of any witness at a University Student Conduct proceeding. Similarly, neither parties nor their representatives are authorized to mandate or attempt to force the appearance of any person at a University Student Conduct proceeding.

3.6 Complainants are permitted to withdraw their complaints if the Dean of Students and/or their designee are satisfied that the complainant's decision has not been influenced by pressure or intimidation. In the event that the complainant is determined to have been influenced by pressure or intimidation, or in other extenuating circumstances, or where the University's interests would be served by continuation of the case, the Dean of Students may appoint a University complainant to continue the case.

3.7 Upon determining that a complaint meets the standards required by the University Student Conduct Process, the investigating office will contact the respondent or recognized student group. The respondent or recognized student group will be invited to participate in an Informal Resolution Meeting with a Conduct Advisor to discuss the allegations. At the discretion of the Dean of Students, a complaint may also be sent directly to a University Student Conduct Board.

3.8 The respondent or student group must schedule an Informal Resolution Meeting with their Conduct Advisor within three (3) University business days of receipt of written notification of charges. Failure to schedule or attend an Informal Resolution Meeting will result in the case being heard without the student or student group being present and the right to appeal any decision shall be considered forfeited.

3.9 At an Informal Resolution Meeting, the respondent or student group will be advised of their rights and responsibilities under the Robert Morris University Student Conduct Process. An Informal Resolution Meeting consists solely of the respondent or student group and their assigned Conduct Advisor. The respondent or student group will also be given the opportunity to assume responsibility for the charges filed or to request that the complaint be considered by a University Student Conduct Board. The respondent or student group may also be asked to supply a written statement responding to the charges.

3.10 If the respondent or recognized student group accepts responsibility for the alleged violation(s), then the case will be considered resolved. The Conduct Advisor will then notify the respondent in writing of the outcome of the complaint and any sanctions issued as a result. Notice will be sent to the respondent or student group within five (5) University business days of the completion of the meeting. In cases where multiple parties must meet with a Conduct Advisor in connection with a single complaint, completion of the investigation will be considered the Informal Resolution Meeting with the last respondent.

Once an informal resolution is reached, the decision is final, subject to the below. The University will notify the complainant that an informal resolution has occurred, but may be limited in providing additional details pursuant to its obligations under the Family Educational Rights and Privacy Act of 1974 (FERPA). Informal resolution decisions will be revisited only where new information becomes available that tends to demonstrate that a substantial error has occurred. In such a case, the respondent or the complainant may submit a written petition for reconsideration of the case to the Dean of Students or their designee. The decision of the Dean of Students or their designee regarding the reconsideration is final.

3.11 If an informal resolution cannot be reached, the complaint will be reviewed by the Dean of Students and/or a designee. The case will be assigned to a Student Conduct Board for formal resolution or returned to the original Conduct Advisor for consideration. The conduct board process is described in Sections 7 through 9 herein.

3.12 A respondent who chooses to withdraw from the University rather than participate in the conduct process will be classified in the Student Conduct files as having been withdrawn for disciplinary reasons. A student who withdraws under these circumstances is not permitted to enter onto Robert Morris University owned, operated, or controlled property nor to participate in any class or program offered by Robert Morris University until the pending matter is resolved.

3.13 In accordance with FERPA, Robert Morris University may seek to notify parents or guardians of conduct issues involving non-dependent students as follows:

a. In all emergencies affecting the student's health or safety
b. After finding of responsibility in all drug-related matters;
c. After finding of responsibility in repeated (more than one) alcohol offenses; and,
d. After final consideration as dictated by sanctions issued.

Other disclosures of student discipline records not described herein will be handled consistent with Section 13.

Section 4: University Student Conduct Board

4.1 The University Student Conduct Board is composed of students, administrators, staff, and/or faculty. A minimum of three (3) and a maximum of five (5) representatives may serve on the board. In all cases involving a felony arrest, the complainant or the respondent may request that a non-student University Student Conduct Board composed of three (3) members drawn from the faculty, staff, or administration be appointed by the Dean of Students Office. The individual who assumes the role of advisor to the University Student Conduct Board shall be referred to herein as the Conduct Board Chairperson. The Chairperson is appointed by the Dean of Students or their designee.

4.2 The University Student Conduct Board may hear any case of alleged violation of the Code of Student Conduct filed against individual students, student groups, or cases of academic dishonesty. The University Student Conduct Board may impose sanctions up to and including expulsion from the University and may design sanctions that are educational in nature. The Dean of Students and/or their designee will confirm the applicability of such sanction(s). In some instances, the Dean of Students or their designee may adjust the sanctions if it is in the best interest of the student or the university community.

4.3 Appeals of decisions made by the University Student Conduct Board that meet the criteria set forth in Section 11 are heard by the Dean of Students and/or their designees, or in specific cases, a University Conduct Appeal Board.

4.4 A University Conduct Appeal Board typically consists of the Dean of Students and a designee appointed by the Dean of Students. The Dean of Students can appoint any combination of University staff, faculty and students to stand in as the University Conduct Appeal Board to consider an appeal on their behalf. A University Conduct Appeal Board has authority to hear

appeals from decisions of any Student Conduct Board that meet the criteria set forth in Section 11. In addition, the University Conduct Appeal Board has authority to review the decision rendered by any Conduct Advisor described within these procedures. The individual who assumes the role of advisor to the University Conduct Appeal Board shall be referred to herein as the Conduct Board Chairperson.

4.5 The Dean of Students or the University Conduct Appeal Board may re-hear cases or limit the proceedings to the specific issues outlined in the appeal, depending on the nature of the case. The board considering the appeal may change lower board decisions, increase or decrease sanctions, or return cases to the respective Conduct Board for further process. The University Conduct Appeal Board or other board considering the case may impose sanctions up to and including expulsion from the University and may design educational sanctions appropriate to a given case.

4.6 Decisions of the University Conduct Appeal Board or other board considering the appeal are final when reviewed and confirmed by the Dean of Students.

Section 5: Roles of Administration

5.1 The Dean of Students Office is responsible for the coordination of support and advisory resources that are available to complainants and respondents involved in the University Student Conduct Process. The office may guide parties to resources for on-campus counseling, procedural advice, or personal support as necessary.

5.2 The Dean of Students or their designee directs all case resolution and data collection activities of the University Student Conduct Process; provides case management services; assigns Conduct Advisors; and, provides training, advising, and educational programming to members of the University community concerning the University Student Conduct Process. The Dean of Students and/or their designee administers the University Student Conduct Process, approves informal resolutions to conduct complaints; appoints University Student Conduct Board Members and Chairpersons; confirms University Student Conduct Board decisions; advises or arranges for the legal advisement of the University Student Conduct Process consistent with applicable laws and regulations.

5.3 The Conduct Advisors are professional staff members who educate complainants and respondents with regard to University Student Conduct Process procedures; act as case managers in reaching informal resolutions of conduct complaints; and, manage referrals to University and community resources designed to assist in fulfilling conduct sanctions. The Conduct Advisors will also offer follow up support for students subsequent to the resolution of their conduct cases.

5.4 The Conduct Board Chairperson is a professional staff member assigned to advise a University Student Conduct Board or University Conduct Appeals Board. They will preside over the formal Board hearing process to ensure that all policies and procedures are followed correctly. When a case is remanded to a board, the assigned Conduct Board Chairperson will also assume the role of Conduct Advisor to the complainant and the respondent. The Conduct Board Chairperson will be a non-voting member of the board except in cases where a tie vote must be broken.

Section 6: Interim Suspension and Other Administrative Actions

6.1 The status of a respondent will not be changed while a case involving an alleged student conduct violation is pending against him or her, unless the Dean of Students, or their designee, in consultation with the University Police Chief, determines that an interim suspension is required to promote the safety and well-being of the University community, the involved parties, or other substantial University interests.

6.2 Where an interim suspension is imposed in a case involving the arrest of the respondent, the University may require the associated criminal matter to be resolved in full prior to the University Student Conduct Process hearing the case. In circumstances where a criminal matter remains pending or in other unusual circumstances, including those described in Section 6.3, students who seek to have their cases heard on the merits prior to any criminal proceeding may file a written request for a meeting with the Dean of Students or their designee who will act in the role of Conduct Advisor in deciding the case. The University reserves the right to conduct proceedings under the University Student Conduct Process prior to, simultaneously with, or following civil or criminal proceedings off campus.

6.3 The Dean of Students may grant authority to administrative designees to take specific administrative actions to promote the safety and wellbeing of members of the University community and to enforce other administrative policies.

a. The Director of Residence Life or their designee is permitted to respond on an emergency basis to behavioral incidents alleged to violate the Code of Student Conduct occurring within or otherwise impacting the safety of any housing on a temporary basis pending a fulfillment of specific conditions and/or review of the matter by the University Student Conduct Process.

b. Any University personnel may advise the Dean of Students as to student use of illegal substances or abuse of any substance; student failure to produce proof of immunization; or any other student behavior in response to an emergency medical situation when release of information is necessary to prevent serious risk of bodily harm or death. They may further recommend that the student's participation in an assessment, educational program, and/or other intervention designed to respond to the student’s or others needs should be required. A student who fails to attend and actively participate in the assessment, educational program, and/or other intervention as required or who engages in behaviors that pose a significant health or safety risk to the student or others may be withdrawn from the University. This withdrawal will extend until the student demonstrates completion of an equivalent assessment, educational program and/or other intervention satisfactory to the Dean of Students Office. The Dean of Students will determine whether and under what conditions the student will be permitted to return to the University.

   In emergency medical or physiological circumstances, students may be removed immediately from the University pursuant to Section 14.

Section 7: Rights of Complainants and Respondents

7.1 Prior to a University Student Conduct Board hearing, each party (i.e., the complainant(s) and respondent(s)) will be given written notice of the charges stating: the alleged facts upon which the charges are based, the sections of the Code of Student Conduct alleged to have been violated, the procedures to be used in resolving the charges, and the date, time, and location of the hearing. The

University endeavors to deliver the notice at least three (3) University business days prior to the hearing. Notice will be considered complete when placed at the door of the address last given by the student to the University, delivered to the student's University email account, or in any other manner reasonably designed to give notice to the student.

7.2 Each party will be given an opportunity to be heard before an impartial University Student Conduct Board or Conduct Advisor in a timely manner– usually within thirty (30) days of the filing of the written complaint. Attendance at Board hearings is limited to the University Student Conduct Board members and its Conduct Advisor and the parties immediately involved and their advisors. Witnesses are permitted access to the hearing room solely for the purpose of, and duration necessary to, provide testimony. Individuals not directly involved with the hearing in progress will not be permitted in the immediate vicinity of the hearing room.

7.3 Each party may have the opportunity to face the opposing party and/or to ask questions indirectly through the University Student Conduct Board. The Student Conduct Board has the discretion to determine the manner in which and to what extent questioning of witnesses may occur.

7.4 The University Student Conduct Board may be advised at all times by the Conduct Board Chairperson. No attorney will be permitted to participate in the hearing. Each Party is permitted to have one (1) self-selected Advisor present. The Advisor must be a student, faculty member or administrator at Robert Morris University, or the student's parent or legal guardian. Advisors, when permitted to participate, are limited to the role of advising the student as described in Section 9.5. If an Advisor fails to abide by University policies, he/she will be removed from the proceedings and may be barred from acting as an Advisor in future University Student Conduct proceedings. In such circumstances the board will determine whether to proceed with the hearing without the presence of the Advisor or to forward the case to the Dean of Students for resolution before a Conduct Board Advisor.

7.5 Each party will have the opportunity to present relevant testimony and/or evidence to the Conduct Board Members on their behalf and the opportunity to respond to testimony or evidence presented by other parties. The Conduct Board Chairperson will determine the relevance of testimony.

7.6 An audio recording may be made of all board hearings involving violations of the Code of Student Conduct. This recording is the sole property of Robert Morris University and is only permitted for review by appropriate University officials as designated by the Dean of Students, and in accordance with FERPA.

7.7 The Conduct Board endeavors to submit written notice of its confirmed decision to each party within five (5) University business days after the hearing is concluded. The Conduct Board's notification to the complainant may be limited due to the University's compliance obligation under FERPA. A hearing is considered concluded at the point the University Student Conduct Board's deliberations are complete.

Section 8: Responsibilities of Complainants and Respondents

8.1 Each party must appear at the hearing as specified. If either party fails to appear at the hearing, the University Student Conduct Board may proceed and consider the case in the absence of the missing party/ies, dismiss the complaint, or reschedule the Board hearing, as the facts and circumstances of the case indicate.

8.2 Each party must act in a manner that is respectful of the proceedings and the rights of all individuals involved. It is the responsibility of each party to assure that their Advisor, witnesses and other affiliates act in a manner that is respectful of the proceedings and the rights of all individuals involved. The Conduct Board Chairperson shall retain the option to discontinue the Board hearing and forward the case for administrative resolution by the Dean of Students and/or their designee, when the behavior of any person has become an encumbrance likely to have a detrimental impact on the outcome of the board.

8.3 Each party must answer pertinent questions truthfully during the hearing or choose to remain silent. The board may draw inferences from the statements and silence of any person with respect to the pertinent question. False testimony by any person may give rise to further disciplinary action or an enhancement of sanctions at the discretion of the board members.

8.4 At the hearing each party must offer all information known or available to them that they desire to be considered. Each party is responsible for calling witnesses to testify on their behalf and for providing a list of potential witnesses, including witness names and whether a witness will testify to facts in issue or to the character of the offering party. This list must be submitted to the Conduct Board Chairperson at least 48 hours in advance of the hearing. The Conduct Board Chairperson will make witness lists available to the opposing party. The Conduct Board Chairperson will have the discretion to limit the number of witnesses to be called by either party, taking into consideration the following guidelines:

a. All fact witnesses will be heard, unless the Chairperson determines evidence is cumulative or irrelevant, or would unnecessarily compromise the confidentiality of the Board hearing.
b. Each party will be limited to one character witness but may submit, in lieu of additional character testimony, one or more statements signed by other persons who must certify to the truth of the statements.
c. Witnesses who have not been disclosed at least 48 hours in advance will be heard only if the Board votes to allow their testimony.

Section 9: Student Conduct Board Procedures

9.1 The purpose of the hearing is to provide the opportunity for the complainant and respondent to present all relevant facts and other evidence with regard to alleged violations of the Code of Student Conduct. It is the responsibility of the University Student Conduct Board to consider impartially all relevant testimony and other relevant evidence, determine the facts, and impose appropriate sanctions. Decisions of the respective Student Conduct Boards are subject to review and confirmation by the appropriate University officials, as outlined in Section 4.2.

9.2 The University Student Conduct Process is an internal, administrative process in which the rules of evidence used in criminal and civil proceedings do not apply. The standard of proof used to decide matters within the University Student Conduct Process is a preponderance of evidence as described in Section 3.4.

9.3 University Student Conduct Process hearings are confidential and closed to persons not directly related to the case. The results of University Student Conduct proceedings are confidential in accordance with applicable law. The University reserves the right to correct any misinformation with regard to University Student Conduct Process actions that may be circulated in the media when the well-being of the community so requires. The University will publish data related to the activities of the University Student Conduct Process on a periodic basis consistent with constraints

imposed by law.

9.4 The complainant(s), respondent(s), and the University, as represented by the respective Conduct Board Members, are the principal parties in University Student Conduct proceedings. All parties, advisors, witnesses, and Conduct Board Members are expected to maintain the confidentiality of University Student Conduct Process proceedings.

9.5 Advisors, as defined in Section 7.4, have no standing in University Student Conduct proceedings, except to provide assistance to their respective parties in a quiet, non-disruptive manner. Advisors do not represent or speak for their respective parties, except at the request of the Conduct Board Chairperson.

9.6 Conduct Board Chairpersons appointed by the Dean of Students or their designee, will preside at each Board hearing. Conduct Board Chairpersons serve as the Conduct Advisor to students involved in the case.

9.7 The order of presentation at the Board hearing should substantially follow the below format:
a. Introductions and reading of the complaint/appeal by the Conduct Board Chairpersons;
b. Opening statements- confirmation of complaint by complainant;
c. Presentations of statements/evidence/witnesses by the complainant;
d. Presentation of statement/evidence/witnesses by the respondent;
e. Closing statement by the complainant; and
f. Closing statement by the respondent.

In appropriate circumstances, as determined by the University, the order of presentation at the Board hearing may be changed at the discretion of the Conduct Board Chairperson.

9.8 The University Student Conduct Board Members may ask questions at any time subject to limitations of relevance, as determined by the Chairperson. The parties may ask questions directly or indirectly through the Chairperson subject to reasonableness and relevance, as determined by the Chairperson.

9.9 University Student Conduct Board decisions are made in private and by a majority vote of the board members. Decisions may be withheld pending further information gathering or as time constraints dictate. All University Student Conduct Board decisions are subject to confirmation by the appropriate University official.

Section 10: Sanctions

10.1 University Student Conduct Process sanctions are official actions of the University. Failure to comply with sanctions that are imposed by the University Student Conduct Process, or with specific conditions related to the safety and security of any persons or property while a case is pending, may result in a hold on the respondent's academic records, indefinite suspension or expulsion of the student or group from the University without benefit of further process.

10.2 The following sanctions, or any combination thereof, may be applied to any individual student, group of students, or recognized student groups, for violations of the Code of Student Conduct and/or related University policies.

a. **Warning** - In instances of less serious deviations from the University norms of conduct, the

respondent may be formally warned of the possible consequences of continuing such behavior. No other specific action is required unless further misconduct occurs. Final warnings are issued when a pattern of violating the Code of Student Conduct has been established.

b. **Educational Intervention** - The primary goal of the University Student Conduct Process is education. Respective Boards and Conduct Advisors may design sanctions that are specific to an individual case when it is determined that educational value may result and the interests of the University community are maintained. Examples of educational sanctions include, but are not limited to: community service, training, alcohol/drug education, research tasks, intervention meetings, and written assignments.

c. **Residential Relocation** - This status indicates that a respondent is not eligible to live in and/or visit some of the University's residential facilities. A residential relocation involves the reassignment of a student's living unit within University housing and usually prohibits return to the residential area associated with the former living assignment.

d. **Disciplinary Probation** - The sanction of probation means that a respondent must prove themselves to be a responsible member of the University community. Engaging in violations during the probationary period will result in more severe disciplinary action. The respondent or student group is permitted to remain enrolled at or retain recognition by the University under stated conditions, depending upon the nature of the violation and upon the potential learning value that may derive from specific restrictive measures. Further violations may result in immediate suspension, or expulsion from the University.

e. **Restitution** - This sanction requires repayment to the University and/or complainant for loss, damage, or injury occurring as a result of a violation of the Code of Student Conduct. Restitution may take the form of appropriate service and/or monetary or material replacement.

f. **Restriction of Privileges** - For a designated period of time, the respondent may not participate in specified activities of the University and/or may have specific privileges revoked at the discretion of the Board or Conduct Advisor.

g. **Persona-Non-Grata - Residence Halls** - During a time frame designated by the Conduct Advisor or Board, the respondent may not enter the residential corridor. The respondent is also restricted from any University activity or program that occurs within the residential corridor of campus. The residential corridor is the residential facilities and the lawns, parking spaces and roads, between the residence halls on the Moon Township campus, including Yorktown Hall.

h. **Persona-Non-Grata – Campus** - During a time frame designated by the Conduct Advisor or Board, the respondent is not permitted on Robert Morris University property or at events on or off campus sponsored by Robert Morris University. The University may permit or require enrollment solely in online courses.

i. **Residential Suspension** - A residential suspension involves the respondent's removal from housing for a period of time specified by the Conduct Advisor or Board. Completion of specific conditions and any additional sanctions may be required in order for the respondent to return to housing. During the period of suspension, the respondent will automatically be listed as Persona-Non-Grata from all residential facilities and the residential corridor.

j. **Residential Expulsion** - A residential expulsion involves the permanent separation from all residential facilities at Robert Morris University. The respondent may not reapply at any point for readmission to University residential facilities and will automatically be listed permanently as Persona-Non-Grata from the residential facilities and corridor.

k. **Interim Suspension** - This action by the Dean of Students, or their designee, is a temporary suspension from the University while a Student Conduct case is pending. An interim suspension may be broad and inclusive or may be restricted to a specific location and/or function and is based on the determination that the safety and wellbeing of the University community and/or specific person(s) are at risk.

l. **Suspension** - This action results in the involuntary withdrawal from the University, or loss of "recognition" for a recognized student group, for a specific amount of time or until specific conditions have been met. A suspended student or student group is prohibited from any presence or activity on University owned, operated, or controlled property and from participation in any class or program offered by Robert Morris University.

   A respondent or student group placed on a status of suspension is permitted, after a prescribed period of separation, to submit a petition demonstrating their good citizenship in the time away from the University and potential for making positive contributions in the future. Individual student petitions are required to include: a personal essay evidencing the learning the student has gained from the incident that led to the suspension; the manner in which the student has been occupied since their departure from the University; and, the specific commitments the student will make to contributing positively to the University community if offered the opportunity for readmission; documented evidence of the student's completion of substantial service to the community; documented evidence of gainful employment and/or completion of or documented evidence of completion of any special assignments identified by the Dean of Students at the time of or subsequent to the respondent's departure. This petition is reviewed by the Dean of Students who will determine whether, and under what conditions, a respondent may be permitted to return to the University in a future semester.

   Petitions on behalf of student groups will include elements specific to the type of student organization, as determined by the Dean of Students

m. **Expulsion** - This action is the permanent separation of the respondent, or student group, from the University, its programs and facilities. It is the most severe disciplinary action that the University Student Conduct Process can impose. Expulsion prohibits the respondent from having any presence or activity on University owned, operated, or controlled property and from participation in any class or program offered by Robert Morris University.

10.3 The University seeks to provide meaningful consequences for violations of University expectations and to ensure that students are provided opportunities to access education, counseling, and support. The University's Amnesty Policy will be considered when the appropriate conditions are met (See page 29)..

Specific situations which may impact the assignment of sanctions includes:

a. Where a respondent or student organization is found to have engaged in multiple violations of the Code of Student Conduct in a single incident, rather than solely in the violation addressed by the standard sanction;

b. Where a respondent or student organization is already on a conduct sanction status equal to or

greater than the standard sanction for a subsequent offense;

c. Where a specific incident presents exacerbating circumstances, an ongoing risk to the health and/or safety of persons or property, or other serious concerns; and/or

d. Where the respondent or student organization is on current disciplinary probation, thus the violation may be subject to more severe sanctions consistent with stipulations issued by a previous Conduct Board or Conduct Advisor.

In these situations, the appropriate sanctions will be determined on a case-by-case basis in light of all the circumstances.

Section 11: Appeals

11.1 Decisions of University Student Conduct Boards or Conduct Advisors are effective immediately, unless a written request for an appeal is received by the Dean of Students Office within three (3) business days after the confirmed decision is made available. Written requests should include the basis for the appeal consistent with Section 11.2, and any evidence to support the request.

11.2 Appeals may be filed by any party involved in a conduct proceeding and must be based on one or more of the following:

a. New evidence not reasonably available at the time of the original Board hearing, the absence of which can be shown to have had a detrimental impact on the outcome of the Board hearing.
b. Procedural error that can be shown to have a detrimental impact on the outcome of the Board hearing.
c. Errors in the interpretation of University policy so substantial as to deny either party a fair Board hearing.
d. Grossly inappropriate sanction having no reasonable relationship to the charges.

11.3 The Dean of Students and/or their designee will determine whether the grounds for appeal have been satisfied and whether further process is necessary to resolve the appeal.

11.4 Findings of fact will be accepted as determined by the original University Student Conduct Board or Conduct Advisor, unless the Dean of Students or University Conduct Appeal Board determines that the original Board acted in an arbitrary, capricious, or unfair manner.

11.5 The Conduct Appeal Board or Advisor hearing the appeal, as defined in Section 4.3, will make a decision based on the written request for an appeal within ten (10) business days, or indicate in writing what further process is necessary for final resolution.

11.6 The Conduct Appeal Board or Advisor hearing the appeal may re-hear or limit the proceedings to the specific issue(s) outlined in the appeal, depending on the nature of the case. The specific decision may be affirmed or overturned, the sanction may be increased or decreased, or the case may be returned to the previous Student Conduct Board for additional process. Standard sanctions may be altered where substantial mitigating or exacerbating circumstances are found to warrant reduction or enhancement of the standard sanction.

11.7 Decisions of the University Conduct Appeal Board or other Conduct Advisor considering an appeal, as defined in Section 4.3, will be final when reviewed and confirmed by the Dean of Students.

11.8 The Dean of Students, or the University Conduct Appeal Board, as appropriate, may interview any participant in an earlier proceeding, change the decision, increase or decrease the sanction, or return the case to another Student Conduct Board for further proceedings. Decisions of the Dean of Students are final. Review and confirmation by the Dean of Students will be made within ten (10) University business days after the decision of the University Conduct Appeal Board is complete. Parties will be informed of the outcome of any appeals only upon confirmation by the Dean of Students, and subject to the University's compliance obligations under FERPA.

Section 12: Modification of Procedures

12.1 Robert Morris University reserves the right to modify its Student Conduct procedures and Appeals process, with written notice to the complainant and the respondent, when classes are not in session, during the summer session, when safety and security issues so demand, when special expertise is needed to ensure fairness, or in other circumstances where, in the University's sole discretion, the procedures described herein are deemed insufficient to meet the objectives of educating and protecting members of the University community.

Section 13: Disciplinary Records

13.1 Access to disciplinary records is provided in accordance with the Family Educational Rights and Privacy Act of 1974, as amended.

Disciplinary records maintained by Robert Morris University are retained for seven years from the date of the most recent incident in the student's file or until one year after the student has graduated from the University, whichever is longer. Records of students who are suspended, expelled, prohibited from future enrollment, or otherwise withdrawn for disciplinary or medical reasons, are retained indefinitely.

The Dean of Students Office reserves the right to notify any university department with a legitimate educational interest about a student's conduct violations. The Athletic Department will be notified of any incident involving a student-athlete. The Center for Global Engagement will be notified of any incident involving an international student.

Section 14: Involuntary Medical Withdrawal

14.1 Robert Morris University reserves the right to withdraw a student temporarily from the institution for misconduct that has its basis in a psychological or medical condition. Such action of the Dean of Students, or their designee is not automatic, will be done with appropriate professional consultation, and will be subject to a case by case evaluation based on the specific facts and circumstances existing at the time, plus any available medical information and/or documentation. The student will be provided with written notice of the reason(s) for the withdrawal and an opportunity to be heard by the Dean of Students or their designee(s), in accordance with their direction.

Alcohol Policy

Alcohol use and possession must comply with Commonwealth of Pennsylvania laws.

Possession and Use of Alcohol

1. Only students of legal drinking age (21+) may possess or consume alcohol.
2. Students must comply with Pennsylvania laws related to alcohol at all times.
3. Possession, consumption or display of alcoholic beverages by students in classrooms or any public area of the University's buildings or grounds is strictly prohibited. Tailgating is subject to rules and standards set by the University's Tailgating Procedures and Restrictions.
4. Public drunkenness or disorderly behavior while under the influence – regardless of age – is prohibited and may result in arrest and further discipline pursuant to the Code of Student Conduct.
5. Substantial quantities of alcoholic beverage or common source containers such as kegs are prohibited unless being used by a licensed vendor affiliated with a University event.
6. Drinking games are prohibited on campus. Students may not possess paraphernalia or equipment for drinking games. The definition of drinking games includes but is not limited to any activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol. Paraphernalia for easy alcohol consumption including but not limited to beer bongs, funnels, or ice luges are prohibited.

Events with Alcohol

1. Consumption of alcoholic beverages will not be allowed at any student event on campus unless expressly approved in advance by the University.
2. All events – on or off-campus – associated with a recognized student club, organization, or team where alcohol will be present must be registered with the Office of Student Experience. Alcohol should only be present through "BYOB" by legal age attendees or provided by a "third party" vendor licensed to serve alcohol and approved by the University.
3. The University reserves the right to assign responsibility for an event to a recognized student club, organization, or team where a reasonable observer would associate the event with the club, organization, or team.
4. Alcohol is prohibited from all student club or organization events related to the recruitment, training/education, and initiation of new members.
5. Students or groups sponsoring formal or informal events off-campus are responsible for upholding Pennsylvania alcohol laws and any alcohol policies related to their affiliated national or international organizations.

Failure to abide by Pennsylvania alcohol laws could result in criminal charges or citations. Even if criminal justice authorities choose not to prosecute, the University reserves the right to pursue disciplinary action through the Student Conduct Process.

Drug Policy

The use, possession, manufacture or distribution of narcotics and other controlled substances is prohibited and is considered contrary to the Code of Student Conduct. Any exception will only be for instances expressly permitted by law. Paraphernalia associated with the use of illegal substances is not permitted on University property or at University sponsored events. Hookah pipes and/or other legal smoking devices are prohibited in the residence halls. The misuse of legal and over the counter drugs is also prohibited—this includes the misuse of one's own prescription medication and using a medication prescribed to another. Athletes should be aware as well that a positive drug test constitutes a violation of the University drug policy. The University encourages all members of the Robert Morris community to be aware of the consequences of the use, possession or distribution of narcotics or other controlled substances.

Individuals charged with use, misuse, possession, manufacture or distribution of narcotics or other prohibited substances can be disciplined under the University Student Conduct Process and may be prosecuted under Pennsylvania criminal statutes. Even if the criminal justice authorities choose not to prosecute, the University reserves the right to pursue disciplinary action through the Student Conduct Process.

Alcohol and Drug Amnesty Policy

The health and safety of our campus community is of paramount importance, and the University encourages its community members to come to the assistance of one another.

Amnesty from discipline related to alcohol and drug violations under the University Student Conduct Process will be granted to the student(s) for whom medical assistance is summoned and for those seeking assistance from emergency services personnel (e.g., Campus Police, Community Advisors, first responders) who serve in an emergency response capacity, provided the following conditions are met:

1. A student contacted emergency services personnel based on a reasonable belief that another individual was in need of immediate medical attention, which had not otherwise been sought, to prevent death or serious bodily injury;

2. The student seeking assistance provided their own name to the emergency services personnel; and

3. The student seeking assistance remained with the individual believed to be in need of medical assistance until emergency services personnel arrived and the need for the concerned individual's presence had ended.

To be clear, students who are directly involved in attending to the compromised student until help arrives will also be granted amnesty from university action for drug and alcohol violations set forth in this Code of Student conduct. Students involved in an incident for which amnesty is granted will be provided appropriate educational or developmental interventions. The application of amnesty for any Code of Student Conduct violations is also contingent on the completion of any assigned programs or interventions within the designated timeframe. Repeated requests for medical amnesty will be addressed on a case-by-case basis.

Medical Marijuana

Although Pennsylvania legislation has legalized the use of medical marijuana, federal law continues to prohibit the manufacture, possession, distribution, sale, or use of marijuana. Furthermore, as a federal grant recipient, the university is subject to compliance with the Drug Free Communities and Schools Act, and the Drug Free Workplace Act. Accordingly, all forms of marijuana, including prescription medical marijuana, are prohibited on all university property (whether owned or leased) and in connection with all university programs.

Students who are certified for use of medical marijuana through the Pennsylvania Department of Health may submit a letter to the Dean of Students Office requesting to be released from the university's two-year residency requirement and/or their university housing contract.

Anti-Hazing Policy

RMU maintains a zero-tolerance policy with respect to hazing within the University community. This Policy applies to each act conducted on or off-campus if such acts are deemed to constitute hazing under this Policy or Pennsylvania law.

Definition
A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student's membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

(1) Violate Federal or State criminal law.

(2) Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm.

(3) Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.

(4) Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.

(5) Endure brutality of a sexual nature.

(6) Endure any other activity that creates a reasonable likelihood or reasonable fear of bodily injury to the student.

Reporting

Alleged hazing activities can be reported in a number of ways, including:

- RMU Police Department - 412-397-2424
- RMU Dean of Students Office - 412-397-6483
- RMU On-line Reporting Form - rmu.edu/report
- If an incident occurs off-campus, contact 9-1-1
- Organization's National Office

Enforcement

All reports involving students or student groups, teams, or organizations are investigated to the fullest extent possible as directed by the Dean of Students Office through internal investigative processes and disciplinary proceedings. The outcome of any investigation is reported in compliance with university policy and all applicable laws including the Clery Act, Stop Campus Hazing Act (2025) and Pennsylvania state law (Timothy Piazza Antihazing Law, 2018).

Sanctions

In addition to criminal and civil penalties, students, teams, groups, or organizations found responsible for violating this policy will be sanctioned according to the RMU Code of Student Conduct. Possible sanctions range from probation to expulsion for individual students and probation to permanent revocation of recognition for teams, groups, and/or organizations. These sanctions shall be in addition to any other sanction imposed for violation of any other University rule to which the violator may be subject. The University reserves the right to publish reports of confirmed violations of hazing and communicate these to any parent organization operating on campus.

Amnesty

The University promotes the safety and well-being of every member of its community. Therefore, the University will provide amnesty from Code of Student Conduct violations to a student who makes a good faith, best and first effort to seek emergency medical attention for any student(s) endangered by possible acts of hazing. Amnesty under this Policy may not prevent civil, criminal, or parent organization penalties.

Hazing Prevention

Robert Morris University is committed to providing a campus environment that prioritizes the safety and well-being of our students, faculty, and staff by providing resources so individuals can recognize, prevent, and report hazing concerns including:

- Anti-Hazing Policy
- National Hazing Prevention Week programming
- New Member programming for Greek organizations
- Student organization officer training programs
- Prevention resources for faculty, staff, and students
- Multiple reporting resources, including 24/7 access to Campus Police

Smoking Policy

It is Robert Morris University policy that no smoking is permitted at any time inside University buildings, residence halls, offices, University vehicles or any other interior space. Smoking is not permitted within 15 feet of any entrance door, open window or air intake. Individuals desiring to smoke may do so in the designated areas where ash receptacles are located. Violators of this policy are subject to appropriate disciplinary action. Smoking is defined as inhaling, exhaling or holding any lighted cigarette, cigar, pipe or similar product or device. This policy includes hookahs, vaporizers, and electronic vapor devices.

Solicitation Policy

Students, organizations, vendors, and other individuals who wish to sell or market items or services to students on campus must receive written permission in advance from the Dean of Students Office. Additionally, this policy also applies to any social, political, or religious organization that would attempt to solicit our community members for any reason. Additionally, student organizations may not sponsor or arrange for sales or presentations by vendors or outside organizations without permission in advance from the Student Experience Office. The University prohibits and will not approve any request for credit card marketing on campus.

Approved solicitations are only permitted in designated campus locations. No form of solicitation is permitted in any university residence hall. Any individual(s) attempting to solicit in the residence hall community will be escorted from the halls and/or the campus property immediately. Campus residency does not exempt individuals from this policy.

Individual(s) not in compliance with this policy may be barred from future visits to campus, as well as cited for unauthorized trespass.

Members of the campus community who encounter individual(s) conducting a solicitation of individuals on the campus may ask to view their written authorization. Contact University Police immediately if there is a concern regarding the legitimacy and/or authorization of any individual, organization or vendor encountered on campus.

Policy on Sexual Harassment and Relationship Violence

The University is committed to providing an educational and employment environment that is free from discrimination based on protected characteristics, harassment, and retaliation for engaging in protected activities.

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, the University has developed policies and procedures that provide for prompt, fair, and impartial resolution of allegations of protected characteristic discrimination, harassment or allegations of retaliation.

The Title IX Coordinator can be reached at 412-397-5490. The office is located on the 2nd floor of the Revere Center (Revere 205).

Contact the Title IX Office:

- For all student discrimination and harassment allegations
- To understand your options if you think you may have witnessed or been a victim of sex discrimination or sexual misconduct
- Become aware of a situation that may warrant a University investigation

For more information, visit https://www.rmu.edu/about/titleIX

Weapons Policy

Possession of weapons, including firearms, knives, pellet guns, BB guns, paintball guns, bows and arrows, explosives, other weapons, ammunition, or dangerous chemicals on University premises is considered contrary to the Code of Student Conduct. Using any object as a weapon is considered a violation of this policy. Possession/use of fireworks is also prohibited on University property.

The University encourages all members of the University community to be aware of the consequences of possession of firearms. Individuals charged with possession of firearms, weapons, or fireworks can be disciplined under the University Student Conduct Process and may be prosecuted under Pennsylvania criminal statutes. Even if the criminal justice authorities choose not to prosecute, the University can pursue disciplinary action, which could result in dismissal from the University.

The University reserves the right to confiscate any weapon pending student conduct review and/or federal and state laws. A valid Pennsylvania License to Carry Firearms (concealed firearms permit) does not supersede this policy.

Attachment B

Department of Athletics
STUDENT-ATHLETE CODE OF CONDUCT

POLICY OVERVIEW

Participation in intercollegiate athletics is a privilege, not a right. As representatives of Robert Morris University and the department of athletics, student-athletes are expected to conduct themselves with honesty, pride, sportsmanship and integrity on and off the playing field. The department of athletics may act under the Student-Athlete Code of Conduct regarding continued participation in the intercollegiate athletics, including the awarding, renewal, reduction or cancellation of athletic scholarships.

In addition to the policies and procedures outlined in the Robert Morris University Code of Student Conduct, all student-athletes are expected to abide by the guidelines established in the Student-Athlete Code of Conduct.

Each year student-athletes are required to sign for receipt of the Student-Athlete Code of Conduct prior to the start of each academic year. This receipt form is an acknowledgment that student-athletes have read and received this information.

Due to the high visibility and the nature of competition, student-athletes are more visible to the community than the non-athlete peers. Through participation on an athletic team, a student-athlete becomes a representative of RMU and the department of athletics. A student-athlete's participation in intercollegiate athletics is governed by the policies and procedures of the National Collegiate Athletic Association (NCAA); and respective conferences, the department of athletics and the Dean of Students office. The department of athletics will review violations of misconduct that violate the Student-Athlete Code of Conduct and may apply further sanctions as related to participation in athletics based on the sole discretion of the Vice President and Director of Athletics.

Student-athletes are subject to all rules and regulations that are required for individual participation on a specific team. While those rules may be particular to each team, the rules are presented to the student-athlete by the coaching staff with the full support of the department of athletics, which has stipulated that any student-athlete charged with a felony crime be immediately suspended from athletic participation until the charges have been resolved.

- All student-athletes, must agree to the Student-Athlete Code of Conduct and are required to provide a signature of acknowledgement.
- The department of athletics may prohibit a student-athlete from participation in athletic competitions, practice, athletically-related services, and have the authority to withhold or cancel athletically-related financial aid for any violations that are stated in the Student-Athlete Code of Conduct.
- The offending student-athlete shall immediately notify his/her head coach of any violation of the Student-Athlete Code of Conduct, or commonwealth of Pennsylvania and federal civil and criminal laws in which "police" (e.g., university officials, Moon Township/Coraopolis police, university police, etc.) have become involved. This notification requirement also includes any behavior that, if uncovered or known, could be deemed inappropriate, reckless, inciting, or malicious and which may bring embarrassment to the team, the department of athletics, or the campus community. Noncompliance with this requirement may result in additional sanctions.
- The head coach shall immediately notify the Vice President and Director of Athletics, sport administrator or Senior Woman Administrator of the violation. The Vice President and Director of Athletics shall notify the university president.

The Robert Morris University Student Conduct Process has jurisdiction over all alleged violations of the Code of Student Conduct by any student or recognized student group that may be brought to its attention. Jurisdiction of the University

Student Conduct Process extends to alleged misconduct that takes place on University owned or controlled property or on property close to the University, including off campus housing; alleged misconduct that takes place at any University sponsored event; alleged misconduct that takes place at internship sites, student teaching placements, or any site of designated academic activity; and alleged misconduct that has a significant impact on the educational mission and well-being of the University community that takes place at any location off campus, including virtually.

The Student-Athlete Code of Conduct is secondary to the University Student Code of Conduct. Any sanctions imposed by Athletics will be in addition to those imposed by the Dean of Students Office. Athletics sanctions do not supersede the University Student Code of Conduct process.

REPORTING EXPECTATIONS

Student-athletes are required to immediately disclose violations of athletics or university code of conduct, citations, arrests and all interactions with public authority to their Head Coach. The head coach will immediately notify the sport administrator, the Senior Woman Administrator and the Vice President and Director of Athletics.

Student Code of Conduct Violations

The Dean of Students Office will be notified regarding all violations of the RMU Student Code of Conduct that have not already been reported to campus authorities.

STUDENT-ATHLETE CODE OF CONDUCT PENALTY STRUCTURE

Policies of Misconduct for Robert Morris University Student-Athletes

Violations in any category may affect a student-athlete's ability to participate in the university's intercollegiate athletic program.

Category IV Violation

A Category IV violation occurs in any situation where an individual:

- Charged with a felony (e.g., rape, sexual assault, other felony assault, felony theft, felony DUI, etc.).

  Preliminary Action: When there is reasonable evidence that a student-athlete may have committed a Category IV violation (e.g., felony criminal charges have been filed against the student-athlete or other specific and credible information exists such as arrest record, statements of law enforcement officers, university records, third-party or witness statements, or acknowledgement by the student-athlete, etc.), the Vice President and Director of Athletics may take preliminary action to suspend the student-athlete from participation in practice, competition, and/or access to the department of athletics services. This suspension is indefinite pending the outcome of disciplinary and/or criminal proceedings.

Category III Violation

A Category III violation occurs in any situation where an individual:

- Charged with a non-felony criminal offense (e.g., misdemeanor assault, misdemeanor DUI, misdemeanor theft, etc.) and, in looking at the totality of the circumstances, the charge or offense is reasonable to believe that the person committed the act;
- Violates a term of probation or other condition imposed by a court in a criminal proceeding; or,
- Engaged in conduct that is deemed inappropriate, reckless, inciting, or malicious (e.g., vandalism, destruction of university property, etc.).

Category II Violation

A Category II violation occurs in any situation where an individual:

- Charged with or receives a citation for a disorderly-conduct offense and, in looking at the totality of the circumstances, the charge or offense is reasonable to believe that the person committed the act (e.g., open container, false identification, public urination, underage possession of alcohol, disorderly conduct, resisting arrest, etc.); or,
    - Violated university policies, rules, and/or regulations, including Robert Morris University Code of Student Conduct;
    - Willfully giving false information to a university official; or,
    - Engaged in conduct that is deemed inappropriate, reckless inciting, or malicious which brings embarrassment to the sport program, department of athletics, or the campus community, but does not rise to the threshold of a Category III violation.
    - Intentionally violates an NCAA rule.

Category I Violation

A Category I violation occurs in any situation where an individual:

- Violated a team rule.

Table 1. Penalty Schedule: Mandatory, Minimum Sanctions

CATEGORY	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	FOURTH OFFENSE
Category IV Felony, Criminal Act	Dismissal from team	n/a	n/a	n/a
Category III Misdemeanor, Involvement of Outside Entities	Notification and Meeting with Head Coach & Sport Administrator Behavioral Contract Minimum of two contest suspension and one or more of the following *	Notification and Meeting with Head Coach & Sport Administrator Minimum suspension from 25% of scheduled contests and additional sanctions depending on the nature of the offense.	Notification and Meeting with Head Coach & Sport Administrator Temporary or permanent dismissal from team	n/a

Category II University, Departmental, Code of Conduct, or NCAA Violations	Meeting with Head Coach and Sport Administrator *One or more of the following depending on the nature of offense:	Notification and Meeting with Head Coach & Sport Administrator Behavioral Contract Minimum of one contest suspension and additional sanctions depending on nature of offense.	Notification and Meeting with Head Coach & Sport Administrator Behavioral Contract Minimum suspension of 25% of scheduled contests and additional sanctions depending on the nature of offense.	Notification and Meeting with Head Coach & Sport Administrator Temporary or permanent dismissal from team
Category I Minor in Nature, Violations of Team Rules	Meeting with Head Coach and Student-Athlete	Meeting with Coach, Student-Athlete, Sports Administrator	Suspension from practice activities, letter of reprimand, *one or more of the following depending on the nature of offense:	Suspension from one contest, possible scholarship reduction/or cancellation, dismissal from team

*Drug/alcohol education, letter of apology, behavior contract, restitution, suspension from practice activities, suspension from team activities, suspension from athletic participation and travel privileges.

STUDENT-ATHLETE CODE OF CONDUCT SANCTIONS

Sanctions for Category I, II, and III violations shall follow the schedule above, with the following guidelines:

- Category II and III violations are each considered within a two-year period in order to determine which offense (first, second, etc.) has been committed. Category IV violations are not subject to any rolling period of time.
- For multi-sport student-athletes, sanctions will be imposed during the season in which the offense occurs or in the immediately next sport season if the offense occurs out of season.
- The withholding of information in an attempt to evade punishment under this penalty schedule is subject to further penalties as appropriate.
- In cases where there is ambiguity about the category status of a penalty or about whether the penalty schedule should be invoked at all, the Vice President and Director of Athletics will use all available information to determine whether the violation is Category II or III.
- Nothing in this code shall be construed to prevent the university and the department of athletics from imposing disciplinary proceedings pending final adjudication in a court of law.
- The penalty schedule provides minimum penalties. Additional or more severe penalties can be imposed at the discretion of the Vice President and Director of Athletics based on the severity of the act and aggravating circumstances.
- The head coach or Vice President and Director of Athletics may revoke or modify athletically related financial aid as a consequence of any and all Category III and IV misconduct. Action to revoke or modify athletically related financial aid will be in accordance with NCAA procedures and university procedures.
- Student-athletes will be notified of the level of violation, in writing.

STUDENT-ATHLETE APPEAL PROCESS

Policies

1. A student-athlete may appeal any department of athletics sanction that impacts athletic financial aid. Procedures for appealing a revocation or modification of athletically related financial aid can be found in the financial aid/scholarship policies section of the Student-Athlete Resources folder in Teamworks.
2. A student-athlete may not contest or appeal any underlying determination of responsibility rendered by a court, other civil authority, or hearing body in accordance with official procedures.
3. If there is a substantial change in circumstances affecting a student-athlete who has been suspended from participation in practice, competition, and/or services provided by the department of athletics, the student-athlete may petition the Vice President and Director of Athletics and Senior Woman Administrator to review the changed circumstances. If circumstances warrant a change in a suspension, a student-athlete may be reinstated by the Vice President and Director of Athletics to resume participation in practice, competition, and/or services provided by the department of athletics.
4. Dismissal or reduction of a criminal charge is a change of circumstance that may or may not justify revision of a suspension from participation in practice, competition, and/or services provided by the department of athletics.

Procedures

1. The student-athlete shall submit in writing to the Vice President and Director of Athletics and Senior Woman Administrator a request for appeal of imposed sanction(s). The request shall provide a summary of the student's reasons for requesting the appeal.
2. The Vice President and Director of Athletics or Senior Woman Administrator shall meet with the student-athlete.
3. In making its decision, the Vice President and Director of Athletics and Senior Woman Administrator shall take into consideration the student-athlete's attitude and demeanor, mitigating factors, the student-athlete's past disciplinary record, the nature of the present offense, and the severity of any damage, injury, or harm resulting from the offense.
4. The Senior Woman Administrator shall notify the student-athlete in writing of the final decision.
5. All decisions of the Vice President and Director of Athletics are final.

Records and Privacy

Reports and records of misconduct and actions taken shall be maintained in the student- athlete's record in the athletics compliance office. These records are private and may be released only as outlined in the Family Education Records Privacy Act (FERPA). Disclosure to the public regarding the student-athlete's eligibility for intercollegiate competition shall be limited to name and eligibility status, public information, and information that is not part of the education record subject to the privacy protections noted above.

Review of Policy

The Student-Athlete Code of Conduct shall be reviewed annually by department of athletics cabinet members, Faculty Athletic Representative and the Dean of Students office. The Senior Woman Administrator shall prepare annually a summary report of conduct code implementation (with specific details omitted to protect confidentiality), to be reviewed by the Dean of Students office.

STUDENT-ATHLETE CODE OF CONDUCT POLICIES

Academic Integrity

All academic work (e.g., homework assignments, written and oral reports, creative projects, performances, in-class and take-home exams, extra-credit projects, research, theses and dissertations) must satisfy the standards of academic integrity outlined in the Robert Morris University Code of Student Conduct and subsequent Student Academic Integrity Policy and Judicial Procedures.

Academic Integrity signifies both submitting work that is wholly of one's or one's team's own production and protecting intellectual property by providing credit for the academic work of scholars and practitioners.

Students demonstrate academic integrity by adhering to the guidelines set forth by their instructors and by submitting and, therefore, being judged on work that is wholly their own. Students who receive academic credit for work that is not wholly their own and who do not acknowledge sources undermine their own integrity and credibility, that of other students, their field of study, and this university.

Sportsmanship

Student-athletes are held accountable to a high standard of ethical conduct in all activities affecting the athletics program, whether as a participant or as a spectator. "Unsportsmanlike" conduct, as defined by the university, conference or the NCAA, will be reviewed by the Vice President and Director of Athletics or Sport Administrator and may result in disciplinary action.

In general, sportsmanship involves taking losses or defeats without complaint, victories without gloating, and treating opponents with fairness, generosity and courtesy. Sportsmanship is respect for oneself, teammates, coaches, officials, opponents, and property. Sportsmanship also requires maintaining self-control and refusing to be drawn into or encourage physical conflict not otherwise required by proper execution of the sport. All student-athletes are obligated to represent themselves, the team, the department of athletics, the university, their families, and their communities with the highest level of sportsmanship.

Actions that constitute unsportsmanlike conduct by either a student-athlete or staff member include, but are not limited to:

- Physical abuse of an official, coach, athlete, opponent or spectator.
- Throwing of objects at individuals, spectators or across a field or an area.
- Unauthorized seizure of equipment or cameras from officials or the news media.
- Inciting players or spectators to violent action or any behavior that insults or defiles an opponent's traditions.
- Use of obscene or inappropriate language or gestures to officials, opponents, team members or spectators.
- Making public statements that are negative or controversial.
- Any other action that violates the generally recognized standards of ethics in intercollegiate athletics or the values and standards associated with Robert Morris University.

DRUG AND ALCOHOL POLICY

Student-athletes are expected to comply with all applicable state laws regarding the purchase and consumption of alcohol or drugs, in addition to the Robert Morris University Student Alcohol Policy and Drug Policy.

Violations of University policy or state laws will be reported to the Dean of Students Office for disciplinary action

through the RMU Student Conduct Process.

In addition to university sanctions, the Department of Athletics may impose additional sanctions in accordance with the Student-Athlete Code of Conduct and Penalty Schedule of Mandatory, Minimum Sanctions.

Alcohol

Prohibited acts include:

- Possessing or consuming alcohol if under the age of 21;
- Consuming alcohol during any team function or athletic sponsored activity including team travel or any other team function, or when serving in an official capacity for the department of athletics, regardless of age;
- Misrepresenting one's age for the purpose of purchasing, possessing, or consuming alcohol;
- Purchasing, furnishing, or serving alcohol to or for an underage person;
- Being dangerously intoxicated to the point where Pennsylvania law mandates being taken into custody; or,
- Other prohibited acts as described in the Robert Morris University Student Alcohol Policy.

Reported violations will be considered a violation of the University and/or Athletics Code of Conduct and may result in disciplinary action, in accordance with these policies.

Drugs

Prohibited acts include:

- Possessing or using illegal substances or paraphernalia as defined by law;
- Selling, possessing or using illegal substances during any athletic sponsored activity including team travel or any other team function, or when serving in an official capacity for the department of athletics, regardless of age;
- Possessing or using controlled substances as defined by law (provided that controlled substances may be taken pursuant to a properly issued prescription in the amount prescribed);
- Distributing, selling, or possessing with the intent to distribute illegal or controlled substances, as defined by law;
- The use of tobacco products or electronic cigarettes by a student-athlete during practice, competition, or other team functions; or,
- Other prohibited acts as described in the Robert Morris University Drug Policy.

Drug Testing Procedures

The Robert Morris University Drug Testing Program is independent from the NCAA Drug Testing Program. Student-athletes will be subjected to random drug testing throughout the academic year. The RMU Drug Testing Program will test for prohibited substances including, but not limited to, those found on the current NCAA Banned Substance list available at the www.NCAA.org/drugtesting website.

As a condition of participation and/or receiving athletic financial aid in any intercollegiate sport, each student-athlete must sign a consent form which states that he/she is informed of the Robert Morris University Student-Athlete Drug and Alcohol Program. Failure to sign the consent form would result in the student-athlete being rendered ineligible for participation in athletics, as well as render them ineligible to receive athletic financial aid.

Safe Harbor/Voluntary Disclosure

A student-athlete with a drug problem, and who desires treatment for that problem, may voluntarily notify a member of the RMU Athletics Drug and Alcohol Committee. This will trigger a Safe Harbor status which allows the student-athlete up to 60 days, or conclusion of their treatment program (if the treatment program is completed in less than 60

days), without being subject to the penalties of an RMU positive drug test. When requesting Safe Harbor, the student-athlete must sign a release allowing the information regarding required attendance and confirmation of completion of treatment to the assigned member of the Drug and Alcohol Committee. The Assistant Athletic Director for Sports Medicine will notify the Vice President and Director of Athletics and the Senior Woman Administrator regarding the voluntary disclosure. The student-athlete will lose safe harbor status immediately if he/she is noncompliant with attendance/participation in their treatment program. Additionally, drug testing may be conducted to determine the student-athlete's baseline drug levels.

- A student-athlete is not eligible for the Safe Harbor after notification of an impending drug test.
- A student-athlete may only enter the Safe Harbor Program once during his/her athletic career at RMU.
- A student-athlete may not enter the Safe Harbor Program following a second positive drug test.
- A student-athlete may not enter the Safe Harbor Program during the 30 days prior to conference or NCAA championships.
- The head coach and sport athletic trainer will be notified of the student-athlete entry into the Safe Harbor Program. Every effort will be made to keep the information confidential beyond those individuals.
- The student-athlete's parent(s)/guardian may be notified of the entry of the individual into the Safe Harbor Program if the parent/guardian insurance must be accessed to pay for treatment.
- While in compliance with the Safe Harbor Program Behavioral Contract, the student-athlete will not be subject to penalties described in the RMU Drug Testing Program. However, student-athletes in the Safe Harbor Program MAY be selected for drug testing by the NCAA and subject to any penalties set forth in the NCAA drug testing policy.

Types of Drug Testing:

1. Reasonable Suspicion Testing
    a. Reasonable suspicion testing will be used in cases where there is a reason for the Department of Athletics to believe that a student-athlete is using a controlled, banned, or illegal substance. This could include, but is not limited to: erratic behavior, involvement in an altercation on or off campus, or incidents where there is reason to believe that drugs could have been involved.
    b. If a Department of Athletics or Student Life staff member has reasonable cause to believe a student-athlete is using or misusing drugs, the staff member will notify the Assistant Athletic Director for Sports Medicine and the Senior Woman Administrator, in writing.
    c. The Assistant Athletic Director for Sports Medicine and Senior Woman Administrator will determine what action, if any action will be taken regarding the student-athlete.
    d. Failure to cooperate in a reasonable cause investigation and substance abuse testing will be viewed as a positive test.
2. Random Testing:
    a. Periodic testing of a percentage of the total student-athlete population will occur at regular intervals. This list is randomly generated by computer from each active NCAA squad. All student-athletes are eligible for every event. Failure to cooperate in substance abuse testing will be viewed as a positive test.
3. Total Team Testing:
    a. An entire team may be tested at any time or at the request of any appropriate individual. Failure to cooperate in substance abuse testing will be viewed as a positive test.

Drug and Alcohol Sanctions

CATEGORY	1ST VIOLATION	2ND VIOLATION	3RD VIOLATION
Alcohol Policy Violation	Notification of Head Coach Sanctions based on seriousness of incident at discretion of Department of Athletics	Notification of Head Coach Meet with Athletic Director Sanctions based on seriousness of incident at discretion of Department of Athletics	Notification of Head Coach Student-athlete will be suspended from the next **20%** of competition in the championship season
Drug Abuse I Use or possession of marijuana Positive RMU test for marijuana	Notification of Head Coach Meet with Head Coach, Sport Supervisor Meet with Department Representative to discuss positive test and next steps Sanctions based on seriousness of incident at discretion of Department of Athletics (NCAA says S-A must complete management and education plan from first test	Notification of Head Coach Meet with Head Coach, Sport Supervisor Meet with Drug and Alcohol Counselor to develop Behavioral Contract If the behavioral contract is not completed by designated time Student-Athlete will miss next scheduled competition (In NCAA policy a second positive test does not result in any loss of eligibility as long as school provides additional management and education and school confirms S-A was compliant with original management plan from first test, if did not would lose 25% of regular season) Development of Behavioral Contract w/AAD for Operations Student-athlete must comply with Behavioral Contract before return to play Subject to non-random testing for remainder of athletic career	**3rd Violation** Notification of Head Coach Student-athlete will be suspended from the next 2**0%** of competition in the championship season (In NCAA policy a third positive test does not result in any loss of eligibility as long as school provides additional management and education and school confirms S-A was compliant in first two management plan, if did not would lose 50% of regular season) During suspension, grant-in-aid may be withdrawn Meet with Drug and Alcohol Counselor to develop Second Behavioral Contract Student-athlete must comply with Behavioral Contract before return to play Subject to non-random testing for remainder of athletic career **4th Violation** Immediately and permanently ineligible to participate in RMU Athletics Athletic Grant-in-aid withdrawn

CATEGORY	1ST VIOLATION	2ND VIOLATION	3RD VIOLATION
Drug Abuse II Possession of a large amount of marijuana Use or possession of other illegal drugs, or misuse of prescription drugs Performance Enhancing Drug Use Examples: narcotics, stimulants, depressants, hallucinogens, or other drugs as determined by the university	Notification of Head Coach Meet with Head Coach, Sport Supervisor and possibly Asst AD for Sports Medicine Student-athlete will be suspended from the next 20% of competition in the championship season Development of Behavioral Contract Student-athlete must comply with Behavioral Contract before return to play Subject to non-random testing for remainder of athletic career	Notification of Head Coach Meet with Head Coach, Sport Supervisor and possibly Asst AD for Sports Medicine Student-athlete will be suspended for one calendar year During suspension, grant-in-aid will be withdrawn Development of Behavioral Contract Student-athlete must comply with Behavioral Contract before return to play Subject to non-random testing for remainder of athletic career	Immediately and permanently ineligible to participate in RMU Athletics Athletic Grant-in-aid withdrawn

First Violation of the Alcohol and/or Drug Policy

The student-athlete will be required to meet with the head coach and sport supervisor regarding the incident. The sport supervisor and head coach may impose a short-term suspension or other sanctions in accordance with the severity of the incident, including but not limited to: mandatory alcohol/drug counseling, a letter of apology, behavioral contract, restitution, parent/guardian notification, suspension from practice activities, suspension from team activities, suspension from athletic participation and travel privileges. Additional sanctions may be applied if university policies that supersede department of athletics policy are violated.

Second Policy Violation of the Alcohol and/or Drug Policy

The student-athlete will be required to meet with the head coach and sport supervisor regarding the incident. The sport supervisor and head coach shall impose a minimum of one contest suspension, as well as additional sanctions dependent on the severity of the incident, including but not limited to: mandatory alcohol/drug counseling, a letter of apology, behavioral contract, restitution, parent/guardian notification, suspension from practice activities, suspension from team activities, suspension from athletic participation and travel privileges. Additional sanctions may be applied if university policies that supersede department of athletics policy are violated.

For a second positive drug test, the student-athlete shall undergo subsequent regular testing for at least one year from the date of the second violation or until the department of athletics team physician has deemed the drug testing unnecessary. Failure or refusal to participate in the conditions set forth in this paragraph will be treated as a third positive test result. In addition, failure to complete the requirements mentioned for a first violation prior to a second violation will also result in an immediate third positive test result

Third Policy Violation of the Alcohol Policy

The student-athlete will be required to meet with the head coach and sport supervisor regarding the incident. The sport supervisor and head coach shall impose a minimum suspension of 25% of scheduled contests, as well as additional sanctions dependent on the severity of the incident, including but not limited to: mandatory alcohol counseling, a letter of apology, behavioral contract, restitution, parent/guardian notification, suspension from practice activities, suspension from team activities, suspension from athletic participation and travel privileges. Additional sanctions may be applied if university policies that supersede department of athletics policy are violated.

Fourth Policy Violation of the Alcohol Policy

The student-athlete will be required to meet with the head coach and sport supervisor regarding the incident. The sport supervisor and head coach shall dismiss the student-athlete from the athletics program for the remainder of the season or permanently, at the discretion of the head coach and sport supervisor. Further sanctions by the university may be imposed, including suspension or expulsion. Athletic financial aid will be terminated.

Zero Tolerance

Any student-athlete who engages in the sale or distribution of illegal drugs will be immediately dismissed from the athletics program, and existing athletic financial aid will be terminated. Further sanctions by the university may be imposed, including suspension or expulsion.

Additional Information on Sanctions

- All positive results are cumulative. Regardless of negative follow-up tests in the interim, any positive test result will be equivalent to a second policy violation.
- For an entire year after the date of the first violation, previously positive individuals will be subject to random drug testing. Failure or refusal to participate in the conditions set forth in this paragraph will be treated as a second positive test result.
- In addition to random drug testing, at the discretion of the head coach of the student-athlete's sport or a team physician, a drug test may be requested at any time based on reasonable suspicion of drug use.
- Unexcused absences from this testing procedure will be treated as the equivalent of a positive test.
- Failure to complete the requirements mentioned for a first violation prior to a second violation will also result in an immediate third positive test result. The department of athletics has the right to use discretion and make educated decisions based on the circumstances of each case.

TOBACCO POLICY

The use of tobacco products is prohibited for coaches, game officials, and student-athletes in all sports during practice and competition. A student-athlete who uses tobacco products during practice or competition is automatically disqualified for the remainder of that practice or game.

HAZING POLICY

Robert Morris University maintains a zero-tolerance policy with respect to hazing within the University community. This Policy applies to each act conducted on or off-campus if such acts are deemed to constitute hazing under this Policy or Pennsylvania law.

Hazing in connection with membership or participation in university athletic teams or team activities is strictly prohibited by Robert Morris University. The university does not condone hazing in any form. Any allegations of hazing by a student-athlete will be subject to penalties contained in the RMU Code of Student Conduct. Hazing is prohibited by Pennsylvania

law. Hazing with or without the consent of a student whether on or off campus is prohibited, and a violation of that prohibition renders both the person inflicting the hazing and the person submitting to the hazing subject to discipline. Student-athletes that are victims of hazing and do not report it are in violation of the law.

Initiations or activities of organizations may include no feature which is dangerous, harmful, or degrading to the student and a violation of this prohibition renders both the organization and participating individuals subject to discipline.

Definition:
Hazing is any reckless or intentional act that produces physical, mental, or emotional pain, discomfort, humiliation, embarrassment, or ridicule directed toward other students or groups that is expected or required of new and / or current members of a team, group, or organization. Permission or approval by the person(s) being hazed is never a defense to violations of this Policy.

Sanctions:
In addition to criminal and civil penalties, students, teams, groups, or organizations found responsible for violating this policy will be sanctioned according to the RMU Code of Student Conduct. Possible sanctions range from probation to expulsion for individual students and probation to permanent revocation of recognition for teams, groups, and/or organizations. These sanctions shall be in addition to any other sanction imposed for violation of any other University rule to which the violator may be subject. The University reserves the right to publish reports of confirmed violations of hazing and communicate these to any parent organization operating on campus.

The department of athletics may apply additional sanctions as deemed appropriate, regardless of whether action under the University Student Code of Conduct is taken. The law does not affect or in any way restrict the right of the university to enforce its own rules against hazing.

- Hazing with or without the consent of the student is prohibited by Robert Morris University, and a violation of that prohibition renders both the person inflicting the hazing and the person submitting to the hazing subject to discipline.
- Initiations or activities by organizations may include no feature which is dangerous, harmful, or degrading to the student and a violation of this prohibition renders both the organization and participating individuals subject to discipline.

Amnesty:
The University promotes the safety and well-being of every member of its community. Therefore, the University will consider providing amnesty from Code of Student Conduct violations to a student who makes a best and first effort to seek emergency medical attention for any student(s) endangered by possible acts of hazing. Amnesty under this Policy may not prevent civil, criminal, or parent organization penalties.

HARASSMENT POLICY

“Harassment” means an incident or incidents of abusive verbal, written, visual, or physical conduct. This conduct may be motivated by a student’s actual or perceived race, creed, color, national origin, marital status, sex, sexual orientation, or disability. These acts have the purpose or effect of objectively and substantially undermining and detracting from or interfering with a student’s educational performance, access to school resources, or creating an environment perceived as intimidating, hostile, or offensive by the student.

HATE CRIME POLICY

Any crime believed by a law enforcement officer to be motivated by race, religion, ethnicity, or sexual orientation is considered a hate crime. Student-athletes who are victims of, or witnesses to, hate crimes should report it to university police department. All crimes motivated by bias and bigotry have the potential to recur, escalate and lead to counter-

violence. The university police department will conduct a swift, thorough investigation of all reported or observed incidents. Special emphasis is placed upon victim assistance and community cooperation. In addition, the university police department policy is to seek the assistance of state and federal prosecutors in every case in which civil rights violations can be shown.

SOCIAL MEDIA POLICY

Student-athletes are expected to act in accordance with the expectations outlined in the Student-Athlete Code of Conduct in all settings, including during the use of personal social networking sites. The department of athletics does not restrict its student-athletes from posting to personal social networking sites. However, the department of athletics does reserve the right to review the content on a student-athlete's networking site to ensure that activities (including language and graphics) are in line with university and departmental guidelines and expectations of appropriate conduct.

Review of social networking sites may be conducted randomly and may come at the request of a coach or administrator. Social media activities that are considered in violation of University of Student-Athlete Code of Conduct, may result in action including, but not limited to, a level II Student-Athlete Code of Conduct violation. This violation of policy may result in one or more of the following: education, counseling, team suspension, termination from team, or reduction or non-renewal of athletics aid.

WEAPONS POLICY

The Robert Morris University Weapons Policy indicates that the possession or use of weapons, including firearms, knives, pellet guns, BB guns, paintball guns, bows and arrows, explosives, other weapons or dangerous chemicals on University premises is considered a violation of the Robert Morris University Code of Student Conduct, subject to discipline under the University Student Conduct Process and may be prosecuted under Pennsylvania criminal statutes. The department of athletics strictly enforces this policy on campus, as well as off campus when serving as a representative of the university in any capacity.

Any student-athlete who engages in misconduct involving a weapon will be disciplined and is subject to immediate and permanent dismissal from the team, reduction or cancellation of athletics aid, in addition to University action.

The Vice President and Director of Athletics has the final decision regarding dismissal from a team. The dean of students, vice president of student affairs, and/or the president of the university has the final decision regarding dismissal from the university.

Responsibility to Comply

- All individuals subject to this policy are responsible for reporting acts of campus violence as required by this policy.
- All university supervisors, department administrators, and officials are responsible for responding appropriately and promptly to reports of allegations of campus violence.

Procedures

Any individual who experiences or is aware of campus violence, or who has reason to suspect that campus violence is occurring, or poses a danger should immediately report this behavior to the university police department.

MEDICAL POLICIES

All health records are confidential and are not considered a part of a student's educational record. A summary or copy of a student's medical records will be sent to another medical facility or physician only when the student has provided a written authorized release. Physicians and professional individuals contacted in emergency situations are excluded from this policy.

NCAA Drug Testing

The NCAA Drug-Testing Program was created to protect the health and safety of student-athletes and to ensure that no one participant might have an artificially-induced advantage or be pressured by teammates, coaches, or department of intercollegiate athletics staff to use chemical substances.

Student-athletes are required to consent in writing to drug testing under the terms of NCAA policy on drug testing, as a condition of the privilege of participating in intercollegiate sports. Failure to provide such consent shall result in immediate suspension and possible permanent expulsion from the team.

While the department of athletics makes every effort to educate student-athletes concerning the dangers of drug abuse, drug testing is performed to identify student-athletes using prohibited substances. Drug testing also helps to ensure that each student-athlete is medically competent to participate in intercollegiate athletics while minimizing the risk of being injured.

Year-Round Testing

Student-athletes at NCAA Division I institutions will be drug tested at least once each academic year. An institution may be selected for testing more than once each academic year. Student-athletes are subject to drug testing before, during or after their competitive season.

The National Center for Drug Free Sport will randomly select student-athletes for testing and provide the names of the selected student-athletes to the institution's drug-testing site coordinator. The drug-testing site coordinator notifies student-athletes of their selection for drug testing and the date, time and location of the drug test. Selected student-athletes are drug tested through urinalysis. The collection process will be observed by a drug-testing crewmember of the same gender. The length of the collection process depends on the student-athlete's ability to provide an adequate urine specimen. The student-athlete cannot be released from drug testing until an adequate specimen is provided, except to attend class.

NCAA drug-testing protocol requires each student-athletes urine sample be analyzed onsite prior to sending the sample to the lab. If the specimen is too dilute, the student-athlete will be required to remain in drug testing until an adequate specimen is collected. This could take several hours for a student-athlete who has tried to beat the drug test by over-hydrating to flush chemicals out of their system.

Summer Drug Testing

All Division I student-athletes are subject to summer drug testing whether they are on-campus or away from campus. Summer drug testing is considered to be part of the year-round testing program. Therefore, student-athletes will be tested for anabolic agents, anti-estrogens, ephedrine, peptide hormones and analogues, diuretics and other masking agents.

Championship Drug Testing

Drug testing can occur at any phase of an NCAA championship and can occur more than once (e.g., first round, second round, quarterfinals, semi-finals or finals). Participating institutions and student-athletes are not given any advance notice that drug testing is being conducted at the championship.

Institutional Drug Testing

Periodic testing of any portion of the total student-athlete population will occur at random intervals throughout a student-athletes association with the athletics program. Student-athletes will be randomly selected from each active squad list. All student-athletes are eligible for any test date.

Therefore, a student-athlete may be tested more than once a year. The athletic training staff may be asked to add a

student-athlete to the random list for "reasonable suspicion" based upon the reports of the team physician or coach. Site, time, and testing date will be determined by the director of athletics and/or designated drug testing site coordinator.

Positive test results have penalties as per the department of athletics drug testing policy. Banned substances tested for include any or all of the following: anabolic steroids, street drugs, stimulants, performance enhancers, flushers and masking agents. Failure to participate in a required drug test could result in a loss of athletic eligibility as indicated in sanctions paragraph of this section.

Referral to Counseling

Student-athletes who, in the judgment of their head coach, director of athletics, senior woman administrator, assistant athletic director for sports medicine, or the judicial affairs personnel, demonstrate a need for professional assistance will be referred to appropriate counseling resources. The student-athlete has the responsibility to follow up on this referral and to adhere to professional recommendations. Confidentiality will be maintained between the student-athlete and counseling professional; however, the department of athletics may verify that attendance is occurring.

STAFF COMMUNICATION POLICY AND PROCEDURES:

Athletics staff and coaches are expected to follow the guidelines for communication with regard to student-athlete conduct violations, as indicated in the following policies and procedural flow charts.

CONTACT WITH UNIVERSITY OFFICIALS

In matters regarding university officials outside of the Department of Athletics, all contact must be made through the Office of Athletic Compliance, Athletic Academic Support Coordinator or the Faculty Athletic Representative. This includes matters in the areas of residence life and student life (Office of Student Life), which are to be channeled directly through the Office of Athletic Compliance.

The Vice President and Director of Athletics expects all staff and coaches within the Department of Athletics to channel any questions or issues through the Office of Athletic Compliance.

Direct contact with University officials related to Student Life or University Conduct violations matters is a violation of departmental policy.

CONTACT WITH LAW ENFORCEMENT

The following is a list of practices and procedures impacting the Robert Morris University (RMU) Department of Athletics' staff members. This information is not a comprehensive resource guide. If you have questions about any of the practices or procedures outlined below, please contact either the Vice President and Director of Athletics or the Senior Woman Administrator for explanations or interpretations.

Contact with Members of Law Enforcement

Department of Athletics protocols dictate that staff members, including coaches and sport specific support staff, are not to initiate any contact with members of law enforcement regarding matters that may involve a student-athlete, or ask others to do so. If a member of law enforcement contacts you about a criminal matter involving a student-athlete, or if you believe there is a legitimate need to speak with a member of law enforcement, please contact the Vice President and Director of Athletics or the Senior Woman Administrator immediately.

Contact with Student-Athletes Accused of Criminal Misconduct or Misconduct that Violates the Campus' Student Code of Conduct

Coaches and staff may speak with their student-athletes who have been accused of criminal misconduct or misconduct

that violates the campus' code of conduct for all students. However, coaches and staff must not engage in conduct or conversations that reasonably could be construed as (1) investigating the incident; or, (2) interfering with an investigation of the incident, such as speaking with potential witnesses, the student-athlete's attorney, law enforcement, or other campus investigating offices. Appropriate topics for discussion with a student-athlete include potential consequences for the misconduct and a suggestion that the student-athlete contact the Vice President and Director of Athletics or the Senior Woman Administrator if he/she has questions about the criminal or student conduct process. Coaches and staff should avoid conversations with a student-athlete's family member unless the student-athlete expressly permits, in writing, the coach and/or staff member to engage in such a conversation. In the event that the student provides express written permission, conversations with a student-athlete's family member should follow these same guidelines. Please contact the Vice President and Director of Athletics or the Senior Woman Administrator if there is a legitimate need to contact law enforcement.

Reporting Incidents that Violate RMU's Policy on Sexual Harassment and Relationship Violence

If you believe a member of the campus community, including a student-athlete, has violated RMU's Policy on Sexual Harassment and Relationship Violence, you have a duty to report that information to RMU's Title IX Coordinator. You should not wait to report this information to your immediate supervisor or the Vice President and Director of Athletics; you must report the information directly to the Title IX Coordinator. RMU's Title IX Coordinator can be reached at 412-397-5490, or via email found on the RMU Human Resources site.

Contact with Attorneys

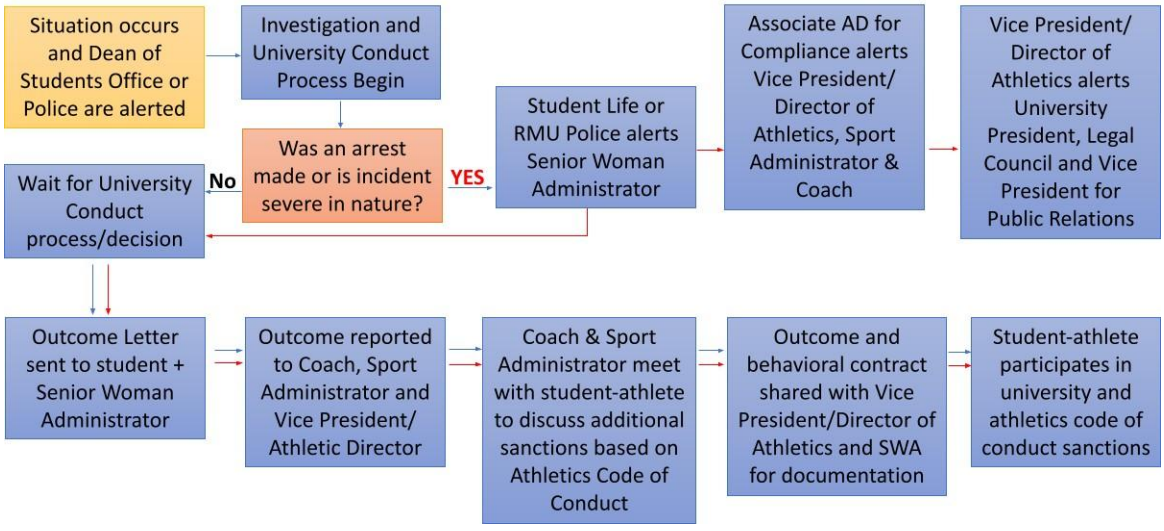
Department of Athletics' protocols dictate that staff members, including coaches and sport specific support staff, are not to play any role whatsoever in student-athletes selection of attorneys. Hiring legal representation is a personal decision. Student-athletes and their families should be encouraged to engage in their own search through google searches; referrals from other students, the Lawyer Referral Service of the Allegheny County Bar Association at https://www.getapittsburghlawyer.com/ or by telephone at 412-261-5555; the Pennsylvania Bar Association Lawyer Referral Service at 800-692-7375 (for in-Pennsylvania callers only) or 717-238-6807; referrals from other students; or independent searches (e.g., Google searches).

Should an attorney contact you in relation to a student matter, or any other matter potentially relating to RMU, you must notify the Vice President and Director of Athletics and refer the attorney to RMU's Office of General Counsel.

Communication of Student-Athlete Incidents where Student-Athlete Alerts Coach First



Communication of Student-Athlete Incidents where RMU Student Affairs or University Police are Alerted First



Annual Acknowledgment and Certification of Compliance with the Code of Conduct

This is to acknowledge that I have received and reviewed the Robert Morris University Athletics Code of Conduct. I agree to comply with the standards referenced in the Code and all related policies and procedures. I acknowledge that it is my responsibility to understand and adhere to the ethical principles outlined in the Athletics Code of Conduct.

Date: _____

Printed Name: _____

Signature: _____

Attachment C

PROTECTION OF MINORS POLICY

Purpose

Robert Morris University ("RMU" or "University") is committed to the safety of all individuals within its community. This Policy establishes guidelines for those in, and external to, the University community who may work or interact with individuals under 18 years of age on RMU property or while conducting University business elsewhere, with the goal of promoting the safety and well-being of minors.

Scope

This Policy provides guidelines that apply broadly to interactions between minors and University students, faculty, staff, and volunteers[1] in University-sponsored or -affiliated programs or activities. This Policy also establishes requirements for non-University organizations and entities that operate programs or activities involving minors on campus or at other University locations, and University agreements with such organizations and entities shall reflect these requirements. Independent contractors who have routine contact with minors on campus or at other University locations are also subject to this Policy. All Robert Morris University students, faculty, staff, volunteers, and third parties are responsible for understanding and complying with this Policy.

Definition of Terms

Minor - Any person under the age of 18, with the exception of students enrolled at Robert Morris University and pursuing a program of study that results in a postsecondary credential, such as a certificate, diploma or degree. Enrolled students under age 18 are treated by this Policy similarly to all other students for purposes of their interactions with minors in University- sponsored or -affiliated programs or activities and are subject to the requirements that apply to other students.

Abuse or Neglect of Minors - The infliction of physical or psychological injury, sexual abuse or exploitation, or negligent treatment of a person under age 18. Sexual abuse includes engaging in or attempting to engage in a sexual act or sexual contact with a minor, causing or attempting to cause a minor to engage in sexually explicit conduct, or exposing the minor to sexually explicit conduct including, but not limited to, the use of social media to engage in such conduct. Neglect includes the failure to make reasonable efforts to prevent the infliction of abuse upon a person under age 18.

University-sponsored or -affiliated programs and activities - Programs or activities involving minors that Robert Morris University operates, sponsors or participates in, or in which University students, faculty, staff or volunteers engage through their University or volunteer roles.

Non-University Programs – A program or activity involving minors that is operated by an individual, organization or entity external to Robert Morris University. The University leases facilities/premises to the third party and may offer other services for payment, but is not involved in the program operations, participant supervision or management unless contractually obligated.

Clearance Required Position – A position that has a significant likelihood of regular interaction with minors, including the care, supervision, guidance or control of minors, or routine interaction with minors, as determined by the Human Resources Department and senior management. Employees, students and volunteers in this category will be required to obtain clearances and acknowledge this Policy as outlined in the Policy appendices. Clearance required positions will answer "Yes" to at least one (1) of the following criteria:

- Is the employee responsible for the welfare of the minor acting in lieu of or on behalf of the parent?
- Does the employee have direct contact with minors providing care, supervision, guidance or control of those minors?
- Does the employee have routine interaction with minors which is ongoing and integral to their essential functions?

[1] Those who are not members of the University's faculty, staff or student body but who volunteer to assist the University or University faculty, staff or students with University-run or -affiliated programs involving minors are subject to some or all of the requirements of this Policy. Those volunteers should contact the Human Resources Department to discuss their situation and how the Policy requirements apply.

Program Sponsor – The RMU department, employee, or third-party entity that operates a program or activity involving minors.

Criminal History Clearances – As required by Pennsylvania Act 153, the following laws comprise the clearances which will be used to determine whether an individual can participate in activities or programs involving minors, whether it is University-sponsored or -affiliated or a non-University program:

- Act 33 – Pennsylvania Department of Public Welfare Child Abuse History Clearance
- Act 34 – Pennsylvania State Police Criminal Record Check
- Act 73 – FBI National Criminal History Background Check (fingerprinting)

Minors on Campus

As a general rule, because Robert Morris University's mission is higher education, the University's campus is not an appropriate environment for minors unless they are attending an event open to the community at-large or enrolled in a program or activity designed for children and appropriately supervised by adults with the proper training and credentials (e.g. sporting and cultural events, athletic or age-specific camps, "Bring Your Child to Work Day"). The campus is managed primarily for adults, and the University cannot assure safe places for children who are not enrolled in specific programs or activities or under the direct supervision of a parent.

The University recognizes that child care emergencies occur; however, it is not in the position to provide emergency child care. In emergency situations, employees may be permitted to bring their minor children to campus with advance approval of their supervisor and Human Resources, and students may be permitted to do so with advance approval of their faculty member, Department Head, Dean or Provost. In such instances, the parent is expected to provide supervision for the minor at all times. No minor may be left alone or unattended on University property at any time, and the RMU Police Department will be contacted if such a situation is encountered.

In general, the residence halls are not an appropriate environment for minors (with the exception of special circumstances such as athletic recruiting and "Little Sibs Weekend"). Any minor guests of resident students must be registered in accordance with Residence Life guidelines. In no circumstances may resident students "babysit" minors in their rooms.

Recognizing the importance of ensuring the safety and well-being of minor children, the University requires understanding and cooperation by its faculty, staff, and students with respect to this Policy.

Guidelines and Responsibilities

If employed in a clearance required position or when participating in University-sponsored or - affiliated programs and activities, students, faculty, staff, and volunteers must:

- Be vigilant in protecting the well-being and safety of minors with whom they interact on campus, at other University locations, or while conducting University business
- Be familiar with the informational material included in Appendix A concerning Guidelines for Working with Minors and Signs of Abuse and Neglect
- Promptly report suspected instances of abuse or neglect, or violations of this Policy or law, as provided in Section VII
- Meet the requirements of this Policy relating to criminal history clearances
- Acknowledge this Policy through completion of the certification form at Appendix C and, where applicable, through online training offered by the University (at least once per calendar year.)
- Meet any additional requirements that relate to the specific program and activity

Although matriculated students under the age of 18 are not considered "minors" for purposes of this Policy, anyone covered by this Policy who knows or suspects that a matriculated student under the age of 18 has been abused or neglected must make reports as directed by Section VII.

Program Sponsors are responsible for ensuring that individuals participating in non-University programs involving

minors on campus or at other University locations are aware of, and comply with, this Policy.

Criminal History Clearances

Certain categories of individuals will be required to obtain criminal history clearances prior to participation in University-sponsored or -affiliated programs and activities involving minors dependent upon the nature of their duties and interaction with minors[2]. The categories of individuals who must undergo criminal history clearances are listed in Appendix B. If a criminal history clearance reveals adverse information, the University will conduct an individualized assessment using criteria designed to identify potential risks to minors. Except where required by law, criminal history clearances of University faculty, staff, students, and volunteers that are conducted pursuant to this Policy will be used only for purposes consistent with this Policy and will otherwise be kept confidential. Records of clearances will be maintained separately from an individual's personnel, student or volunteer file. Verification copies of employment and volunteers' clearances will be kept secured in the Human Resources Department. Student clearances required for an academic program and Island Sports Center clearances required for programming will be kept secured at the department level. Human Resources will confer with these departments annually to assist with compliance efforts. There may be rare circumstances where it is impractical and not otherwise required by law to conduct a criminal history clearance based on the nature of the activity or due to the unique circumstances of the employee or volunteer, and these situations are subject to prior approval from the Chief Human Resources Officer. In such instances, it is required that there be more than one adult who has clearances present at the activity or event at all times, and/or other conditions may be imposed at the discretion of the Human Resources Department.

Non-University organizations and entities that operate programs or activities on RMU property involving minors must obtain criminal history clearances of their employees, volunteers, and representatives that comply with this Policy and other University standards. The University may request any additional information or impose additional conditions it deems necessary to meet the requirements of this Policy including, but not limited to, requiring such organizations or entities to maintain specified insurance coverage.

Independent contractors and vendors that are on RMU property where contact with minors is routine must adhere to the University's policy on criminal history clearances. The University may request any additional information or impose additional conditions to meet the requirements of this Policy including, but not limited to, requiring such contractors or vendors to maintain specified insurance coverage.

Specific requirements and procedures for criminal history clearances appear in Appendix B.

Reporting Potential Crimes Involving Minors

Responsibility to report potential crimes involving minors

All persons have a responsibility to promptly report to the RMU Police Department any suspicion or belief that a minor:

- Is being abused (including sexual abuse);
- Is being neglected; or
- Is otherwise in need of assistance.
- Minors who are students at RMU, in RMU Programs, or visitors to any RMU facility or location
- In situations involving possible abuse (including sexual abuse) of minors who are students at RMU,
- involved in RMU Programs, or visitors to any RMU facility or location, one should immediately contact:
- The RMU Police Department at 412-397-2424;
- 9-1-1;
- The Title IX Office (if situation is not an emergency); or
- RMU Ethics Point hotline (1-800-963-5593 or www.ethicspoint.com) (if situation is not an emergency).

The RMU Police Department and 9-1-1 are both available 24/7. The Title IX Office and RMU Ethics Point hotline should not be used for situations requiring an immediate response. Regardless of the reporting mechanism, the appropriate law enforcement agency and/or child welfare agency will be notified of the alleged abuse.

[2] These clearances are in addition to any background screening that may be requested of employees or applicants based on their position at the university.

Protection for good faith reports
Any individual who makes a report in good faith to law enforcement in accordance with this Policy will not be subject to adverse action by RMU.

Responsibility to report
All individuals with knowledge of possible abuse of minors have an obligation to report. Failure to report may result in disciplinary action, up to and including termination of employment, in addition to any legal consequences imposed by law enforcement agencies.

Questions
Any questions regarding reporting under this provision should be directed to RMU Police, Human Resources, Student Life, the Counseling Center, or one's supervisor.

Registration
All University-sponsored or affiliated programs and activities and non-University programs covered by this Policy are required to register the program at least 60 days prior to the scheduled start date of the program through completion of the Program Registration Form provided on the RMU Protection of Minors Policy website, and included here as Appendix D.

The Program Sponsor will be responsible for registration of the program and compliance with the Policy, including the assurance that all program participants have fulfilled the requirements of the Policy, including the attainment of necessary background clearances and completion of the online training and online policy acknowledgment. For University and non-University programs, a Program Sponsor will be identified during the contract process and will need to review this Policy and complete a Program Sponsor Certification form (Appendix C). Typically, the Program Sponsor will be the RMU employee conducting the University program, or the designated representative of the third-party conducting the non-University program. All training and completed certifications must be submitted to Human Resources prior to participation of any event that requiring clearances under this Policy.

Enforcement
Sanctions for violations of this Policy will depend on the circumstances and the nature of the violation, but may include the full range of available University sanctions applicable to the individual including, but not limited to, suspension, dismissal, termination, exclusion from campus, and/or notification to law enforcement agencies and/or child welfare agencies. The University may also take appropriate interim actions before determining whether a violation has occurred. The University may terminate relationships and/or take other appropriate actions against non-University entities that violate this Policy.

Recruitment
New employees who are hired for a position that requires Act 153 clearances will be required to have all Act 153 clearances within 90 days of employment. New hires will be required to have their Act 33 and Act 34 clearances prior to starting and will need to complete a PA Disclosure Form during the onboarding process until the Act 73 clearances are complete.

Failure to provide all of the Act 153 clearances prior to the completion of 90 days may result in the employee's inability to complete their essential job functions. In this situation, supervisors will need to make alternative arrangements in which the employee can be accompanied by another employee who has clearances in order for the employee to complete their essential job functions. If this alternative is not possible, the employee be placed on administrative leave until their clearances are received.

Act 153 Recertification
Criminal history clearances for Robert Morris University faculty, staff, students, and volunteers who participate in University-sponsored or -affiliated programs or activities involving minors must be renewed every five years unless more frequent renewals are required by an accrediting or licensing body. In addition to regular renewals, Human Resources will be responsible for tracking clearances subject to any more frequent renewal cycles.

Notifications will be sent to the employee and the employee's manager for the recertification of their Act 153 clearances ninety (90) days in advance of expiration. In the event that an employee's clearances expire, the employee will be prohibited from having direct contact with minors until Robert Morris University receives current clearances. Supervisors will need to make alternative arrangements in which the employee can be accompanied by another employee who has clearances in order for the employee to complete their essential job functions. If this alternative is not possible, the employee may be placed on administrative leave until their clearances are received.

Random Audits, Oversight, and Implementation

All University-sponsored or affiliated programs and activities, non-University programs, and independent contractors who operate under this Policy are subject to random audits to verify compliance with the responsibilities and requirements set forth herein.

Questions about the interpretation or application of this Policy should be directed to the Human Resources Department, which is responsible for oversight and implementation of the Policy.

Appendices

1. Appendix A: **Guidelines for Working with Minors**
2. Appendix B: **Criminal Background Checks**
3. Appendix C: **Program Sponsor Certification**
4. Appendix D: **Program Registration Form**

Appendix A

General Guidelines for Working with Minors

Those associated with programs or activities involving minors should observe the following "dos" and "don'ts" in order to provide a safe and positive experience for program participants, encourage parental confidence, and prevent allegations of improper conduct.[3]

DO:

- Maintain the highest standards of personal behavior at all times when interacting with minors
- Whenever possible, try to have another adult present when working with minors in an unsupervised setting. Conduct necessary one-on-one interactions with minors in a public environment where interactions can be observed
- Listen to and interact with minors and provide appropriate praise and positive reinforcement
- Treat all minors in a group consistently and fairly, and with respect and dignity
- Be friendly with minors within the context of the formal program or activity while maintaining appropriate personal-space boundaries
- Maintain discipline and discourage inappropriate behavior by minors, consulting with supervisors if assistance is needed with misbehaving youth
- Be aware of how your actions and intentions might be perceived and could be misinterpreted
- Provide open door counseling for any sessions with minors or conduct such sessions in an area that allows for private conversation while remaining in the view of others
- Consult with other adult supervisors or colleagues when uncertain about a situation
- Use good judgment about verbal, electronic or other forms of social media communications with or about minors, and refrain from discussing personal or intimate information
- Comply with additional rules and/or policies of sponsoring organizations which provide for the protection of minors, and which are provided to individuals involved with applicable programs or activities

DON'T:

- Spend time alone with one minor away from the group or conduct private interactions with minors in enclosed spaces or behind closed doors
- Engage in inappropriate touching or physical contact with a minor
- Use inappropriate language, tell risqué jokes or make sexually suggestive comments around minors, even if minors themselves are doing so
- Give personal gifts to, or do special favors for, a minor or do other things that may be interpreted as favoring one minor over others
- Share information with minors about one's private life or have informal or social contact with minor program participants outside of program activities
- Strike or hit a minor, or use corporal punishment or other punishment involving physical pain or discomfort or make any threats of such punishment
- Relate to minors as if they were peers, conduct private correspondence, utilize social media or take on the role of "confidante" (outside of a professional counseling relationship)
- "Friend" minors or approach them on social media sites
- Date or become romantically or sexually involved with a minor
- Show or share or share sexually inappropriate or pornographic materials to minors or involve minors in sexually inappropriate or pornographic activities
- Provide alcohol or drugs to minors or use them in the presence of minors

[3] These guidelines are not meant to limit medical, psychiatric or other professional interactions with minors where professional standards apply.

- Participate in or allow others to engage in any form of hazing
- Dress, undress, shower or bathe with or in the presence of minors
- Share sleeping locations with minors, except in open areas so long as adults and minors have separate defined sleeping areas
- Transport minors to or from their homes (other than the driver's children) whether before, during or after a program or activity

Signs of Child Abuse and Neglect
Nationally, most reports and substantiations of child mistreatment are neglect, followed by physical abuse and sexual abuse. The following signs, by themselves, may not be conclusive evidence of a problem, but serve as indicators of the possibility that a problem exists.

Neglect occurs when parents or caretakers do not provide proper supervision, control, and subsistence, education as required by law or other care necessary for healthy development.

Physical signs may include:
- Poor hygiene
- Inappropriate or ill-fitting clothing
- Being left alone or with people unable to provide proper supervision
- Obvious lack of necessary medical Treatment

Behavioral signs may include:
- Chronic hunger or sleepiness
- Delayed language development
- Clinging behavior or development of indiscriminate attachments
- Frequent complaints of feeling unwell
- Frequent tardiness or absence from school

Physical abuse is a non-accidental injury of a child by a parent or caretaker.

Physical signs may include:
- Bruises, welts, or swelling
- Sprains or broken bones
- Burns
- Lacerations or abrasions
- Bite marks
- Unexplained or repeated injuries

Behavioral signs may include:
- Attempts to hide injuries
- Difficulty sitting or walking
- Wariness of physical contact with adults
- Reluctance to go home
- Depression or self-mutilation
- Fear of parent(s) or caregiver(s)

Sexual abuse is exploitation of a child for the sexual gratification of an adult or older child.

Physical signs may include:
- Difficulty walking or sitting
- Torn, stained, or bloody clothing
- Genital pain or itching
- Sexually transmitted diseases
- Pregnancy
- Nightmares or bedwetting

Behavioral signs may include:
- Demonstrates sophisticated or unusual sexual knowledge or behavior
- Extremes – hostile and aggressive or fearful and withdrawn
- Self-mutilation
- Substance abuse
- Running away
- Refusal to change for gym or to participate in physical activities

Appendix B

Criminal History Clearances for Those Interacting with Minors

The following categories of adults (faculty, staff, students, and volunteers) are required to obtain criminal history clearances prior to their participation in University-sponsored or affiliated activities or programs involving minors:

- Directors and supervisors of programs and/or activities involving minors, including those who are responsible for supervising those who interact with minors;
- Those who stay overnight with minors as part of their responsibilities in a program or activity involving minors;
- Those who would likely spend significant time with minors as part of their job responsibilities or role in a program involving minors;
- Those who would likely have regular contact with minors during the evening or off campus;
- Those who transport minors for authorized programs and activities;
- Those who would likely have regular, direct physical contact with minors; and
- Those who would likely have regular access to minors in various states of dress.

The Human Resources Department will oversee the processing of criminal history clearances.

As required by Pennsylvania Act 153, a criminal history clearance shall minimally consist of a search of federal and state or county databases for criminal history for the past seven years, and a sex offender registry search subject to the following laws:

- Act 33 – Pennsylvania Department of Public Welfare Child Abuse History Clearance
- Act 34 – Pennsylvania State Police Criminal Record Check
- Act 73 – FBI National Criminal History Background Check (fingerprinting)

If a criminal history clearance reveals adverse information or unfavorable results, an individualized assessment will be conducted, taking into account the following:

- The nature of the finding;
- The job or responsibilities for which the individual is being considered;
- The underlying event(s) that occurred;
- The time elapsed since the finding;
- The individual's employment history and/or other evidence of his or her activities in the intervening time since the finding; and
- Other relevant information.

A prior arrest or conviction shall not automatically disqualify an individual from participating in a program or activity, but shall be considered using the criteria identified above. All reviews will be conducted in compliance with the Fair Credit Reporting Act.

For University-sponsored or affiliated programs or activities, only valid Act 33, 34, and 73 criminal history clearances will be accepted for purposes of this Policy. An individual possessing up-to-date clearances as required under Act 153 shall be permitted to transfer those clearances to Robert Morris University, provided that, (i) the clearances have been obtained within the past two (2) years, and (ii) prior to commencing employment or service, the individual must swear or affirm in writing that the individual has not been disqualified from employment or service under 23 P.S. §6344(c) or has not been convicted of an offense similar in nature to a crime listed in section 6344(c) under the laws or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or under a former law of this Commonwealth. All clearances needed for employment and recertification must be obtained through and will

be paid for by the university.

Criminal history clearances for Robert Morris University faculty, staff, students, and volunteers who participate in University-sponsored or -affiliated programs or activities involving minors must be renewed every five years unless more frequent renewals are required by an accrediting or licensing body. In addition to regular renewals, Human Resources will be responsible for tracking clearances subject to any more frequent renewal cycles. Any faculty, staff, student or volunteer who is required by this Policy to have a criminal history clearance is under a continuing obligation to disclose immediately and in writing any new felony or misdemeanor arrest or conviction to his/her supervisor and Human Resources within 72 hours. An individualized assessment will be conducted as outlined earlier in this section.

The Human Resources Department will oversee the review of criminal history clearances for Robert Morris University faculty, staff, students, and volunteers, and in consultation with appropriate departmental representative(s) and the Office of General Counsel, will make determinations in cases where criminal history clearances reveal adverse information that is relevant to one's participation in a program or activity covered by this Policy.

Except where required by law, criminal history clearances of University faculty, staff, students, and volunteers will be used only for purposes consistent with this Policy and will otherwise be kept confidential. Any record of information returned as a result of the criminal history clearance will be maintained separately from an individual's personnel, student or volunteer file.

Non-University organizations and entities that operate programs or activities on campus involving minors must ensure that criminal history clearances are obtained for their employees, volunteers, and representatives that meet Robert Morris University standards as defined by this Policy and their contract/agreement with the University. The University may exclude any external program employee, volunteer or representative who does not obtain criminal history clearances that are satisfactory to the University. Non-University organizations and entities must also submit a Certification of compliance with the criminal history clearance rules described herein. The University may request any additional information or impose additional conditions it deems necessary to meet the requirements of this Policy including, but not limited to, maintaining specified insurance coverage. Individuals required to obtain a criminal history clearance under this Policy who are not University employees or students (whether involved in a University program or activity or one operated by a non-University entity) must obtain criminal history clearances prior to the start of a program or activity involving minors and must renew the criminal history clearances every five years unless more frequent renewals are required by an accrediting or licensing body. In addition to regular renewals, Human Resources will be responsible for tracking clearances subject to any more frequent renewal cycles.

Independent contractors and vendors that are on RMU property where contact with minors is routine must comply with the University's criminal history clearance requirements. The University may request any additional information or impose additional conditions it deems necessary to meet the requirements of this Policy including, but not limited to, maintaining specified insurance coverage.

Appendix C

Program Sponsor Certification

I hereby certify that I have read and understand the foregoing Protection of Minors Policy (the "Policy") and its accompanying Appendices. I have had an opportunity to raise any questions I have about this information and have done so, if necessary.

I agree to comply with all standards regarding interactions with minors set forth in the Policy and all reporting and other obligations detailed therein. I certify that the program / activity that I am sponsoring complies with the requirements of the Policy.

_____ _____

Signature Date

_____

Printed Name

_____

Program/Activity you are sponsoring:

Attachment D

EMPLOYEE DISCIPLINE PROCEDURE POLICY

Employee Discipline Procedure (Progressive)

Policy

It is the policy of Robert Morris University to provide a progressive corrective disciplinary procedure that addresses and corrects inappropriate behavior in a fair and equitable manner. This procedure also provides assistance and support to help employees become productive members of the university.

Scope

This policy applies to all full-time, regular part-time and part-time employees. In the event of a conflict between any provision(s) of this policy and any provision(s) of an applicable collective bargaining agreement pertaining to RMU employees, the collective bargaining agreement shall supersede.

PROCEDURE

Corrective disciplinary action may be initiated when an employee violates standards of work, conduct, or general performance as established by the university.

Prior to a discussion with the employee, the department manager shall consult with the Human Resources Department.

In the event that it is decided to proceed with corrective discipline, the following steps shall ensue:

Documented Verbal Warning - This is the first step in the formal progressive disciplinary procedure. The primary difference between counseling and coaching and a documented verbal warning is the corrective action to follow and advance warning of more severe discipline to follow if the behavior is not corrected. This conversation shall be documented.

This warning will remain in effect for a period of at least 12 months or until the next step of the procedure is initiated.

Written Warning - This is the second step in the formal progressive disciplinary procedure. This step is used when the documented verbal warning proves ineffective in correcting the behavior. The details of the incident(s) are defined and described in writing to support the disciplinary action. Corrective action is prescribed as well as advance warning or more severe discipline to follow if the behavior is not corrected.

This warning will remain in effect for a period of at least 12 months or until the next step of the procedure is initiated.

Suspension - This is the third step in the formal progressive disciplinary procedure. This step can be utilized when documented verbal warnings and written warnings have not corrected the behavior or in the case of a serious violation of university policy. Suspension, in most cases, will be without pay.

In accordance with the Fair Labor Standards Act (FLSA), exempt personnel may only be suspended without pay for a full work week.

This warning will remain in effect for a period of at least 12 months or until the next step of the procedure is initiated.

Termination/Discharge - This is the final step in the formal progressive disciplinary procedure to be utilized when all previous steps have been instituted, but have failed to correct the inappropriate behavior, or for a serious violation of university policy. All documentation will be placed in the employee's personnel file in the Human Resources Department within 24 hours.

Human Resources shall review all corrective disciplinary actions for fairness and consistency. If any discrepancy or inconsistency is found, Human Resources may investigate the action and recommend an alternative.

Disciplinary action that may result in verbal warnings, written warnings, suspension or discharge, should be reviewed by Human Resources prior to actual discipline, with the exception of emergency circumstances.

Steps in the progressive disciplinary procedure may be omitted depending upon the severity of the circumstances or violation.

Categorization of Offenses - A violation of the following regulations will be grounds for progressive disciplinary action ranging from a documented verbal warning to immediate termination, depending on the severity of the offense. This list is not all inclusive, but provides examples of unacceptable behavior/conduct. Although an act of misconduct does not appear herein, it will still be subject to the progressive disciplinary procedure.

The following categories of offenses for different levels of discipline is intended only as a guide. Infractions will be handled on a case by case basis.

Category 1 Offenses - Disciplinary action for a violation of any of the following may range from a minimum verbal warning to suspension and any subsequent violations may result in further disciplinary action:

- Absenteeism or tardiness (refer to Attendance/Tardiness Policy for further information).
- Failure to notify appropriate person for absence (refer to Attendance/Tardiness Policy for further information).
- Leaving the university or assigned area without supervisor's permission unless work requires it.
- Abusive language to any employee, supervisor, member of the Campus Community, or visitor/guest of the university.
- Engaging in, creating or contributing to unsafe behaviors or conditions.
- Smoking in unauthorized areas.
- Changing starting or quitting times without proper authorization.

Category 2 Offenses - Disciplinary action for a violation of any of the following may range from a minimum written warning to discharge and any subsequent violations may result in further disciplinary action:

- Fighting on university property or disruptive behavior.
- Sleeping on duty.
- Reporting for or remaining at work while under the adverse effects of alcohol or illegal/unauthorized substances.
- Unauthorized use of or removal of property belonging to the university, or employee, or student, or visitor, or an independent contractor.
- Insubordination.
- Sexual harassment or misconduct.
- Any unauthorized use of university-owned technology.
- Making false, vicious, or malicious statements concerning an employee, student, visitor, the university, or university services.
- Disregard of safety rules or practices.

Category 3 Offenses - Disciplinary action for a violation of, but not limited to, the following is cause for discharge/termination:

- Excessive absenteeism or tardiness.
- Willful damage to university property or equipment.
- Falsification of reported time worked.

- Falsification of any employee or university record.
- Immoral, indecent or disorderly conduct.
- Possession, distribution, or use of illegal or unauthorized drugs on university premises.
- Theft or dishonesty.
- Violation of university policies or procedures.
- Insubordination, offensive, or uncivil attitude or conduct.
- Fiscal impropriety.

Attachment E

DRUG-FREE WORKPLACE POLICY

Policy

Robert Morris University prohibits the unlawful manufacture, distribution, possession, or use of a controlled substance on university premises or while conducting university business away from university premises.

Scope

This policy applies to all full-time, regular part-time and part-time employees.

PROCEDURE

Any employee must notify their supervisor no later than five (5) days after any conviction under a criminal drug statute for a violation that occurred in the workplace or while conducting university business away from the workplace. When a supervisor is notified by an employee of such a conviction, they shall immediately notify the Vice President of People and Culture (or their designee) and, if the employee is paid in whole or part from a federal grant, contract, or cooperative agreement, the Vice President for Grants, Research, and Global Initiatives. The Vice President for Grants, Research, and Global Initiatives will notify the appropriate federal agency within ten (10) days of receiving notice of such conviction.

Any University employee who violates this Policy or who is convicted under a criminal drug statute for a violation occurring in the workplace will be subject to the University's disciplinary procedures as outlined in the University's Discipline Procedure (Progressive) policy and/or applicable labor agreements up to and including termination, and may be required to participate satisfactorily in a drug abuse assistance or rehabilitation program.

DRUG-FREE WORKPLACE RESOURCES

Via the Human Resources office, all employees receive an email containing the annual Drug & Alcohol Awareness newsletter. The newsletter contains the following: health risks of drug and alcohol abuse, signs of abuse and dependency, information about the Employee Assistance Program and treatment centers, laws and penalties, and a link to the employee discipline procedure.

For information on substance abuse and addiction treatment and support services, visit the EAP website or call 1-844-833-0527.

THE MORE YOU KNOW – STUDENT NEWSLETTER

Drug and Alcohol Awareness Fall 2025

Standards of Conduct:

As students at Robert Morris University, we believe in a set of ideals and standards that can help guide our behavior toward one another and all members of the University Community. The Robert Morris University Code of Student Conduct can be viewed at

http://studentlife.rmu.edu/student-conduct

National Statistics

⇒ 7.4% of full-time college students (ages 18-22) reported heavy alcohol use in the past month.*

⇒ Approximately 10% of all marijuana users will become addicted to the drug. **

⇒ Opioids are involved in 7 out of every 10 overdose deaths. **

*National Institute on Alcohol Abuse and Alcoholism. (n.d.). College Drinking, Changing the Culture. Retrieved May 17, 2023, from https://www.collegedrinkingprevention.gov/statistics/prevalence.aspx
**Yerby, N. (2023, April 13).*Statistics on Addiction in America.* Addiction Statistics. Retrieved May 17, 2023, from https://www.addictioncenter.com/addiction/addiction-statistics/

Tips for Staying Safe on Campus:

- Never attend or leave a party alone and always let someone know where you are.
- Always make sure you have a safe ride home.
- Save the **RMU Police** Department's phone number in your cell phone, in case you need it in an emergency - **(412) 397-2424.**



Signs of Drug and Alcohol Abuse:

- Neglecting responsibilities, such as missing classes or work
- A change in appetite or sleeping patterns
- Putting oneself or others in danger, such as driving under the influence or using dirty needles
- Legal troubles due to substance abuse
- Fighting with or losing some of your friends and family
- Unexplained need for money and willingness to borrow or steal to obtain it
- Change in personality or attitude



Remember:

You don't need to wait until there's a problem to *check your alcohol use* and make a CHANGE.

https://rethinkingdrinking.niaaa.nih.gov/thinking-about-change

THRIVE

The THRIVE Program works with the Campus Wellness Team to develop and implement educational and awareness programming focused on college student health and wellbeing. Our dynamic team is passionate about championing the mental, physical, social, spiritual, and intellectual wellbeing of the University community. Thrive leaders deliver peer-led educational outreach efforts that raise awareness and lend support around various wellness related topics and issues. Thrive Leaders have the unique opportunity to serve as the "front line" for our campus Wellness unit-engaging with the University community, promoting holistic wellness as a lifestyle, and inspiring others to take charge of their personal health and wellbeing. Instagram: @RMU_THRIVE



Mental Health Outreach

The Robert Morris University Counseling Center provides outreach (through workshops, presentations, tabling, panels, etc.) for student groups, faculty, and staff on important topics for student well-being. We have a variety of educational programs and workshops but can also create customized outreach specifically for the unique needs of your group.

We believe that education and outreach have the potential to empower and resource individuals to take ownership of their mental health. The RMU Counseling Center knows that this journey is deeply personal and never complete. Our goal is to educate, support, and connect students to mental health resources. Please email us or visit our website for more information.

Email: counseling@rmu.edu

Website: rmu.edu/counseling

The online alcohol education program, Alcohol Edu, is sent at the beginning of each semester to all new incoming first-year and transfer students.

DID YOU KNOW?

- Half of students who drink consume alcohol through binge drinking.[1]
- An estimated 1,519 college students die from alcohol-related injuries or circumstances annually. [2]

1 https://www.alcoholrehabguide.org/resources/college-alcohol-abuse/

2 https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/college-drinking#:~:text=Death,injuries%2C%20including%20motor%20vehicle%20crashes.



You think you know drugs?

True or False?

Since marijuana is legal in so many states, it must be harmless.

FALSE! *Marijuana is linked to mental health issues like anxiety and psychosis, can slow brain development, and is the substance most often found in the blood of drivers involved in, and frequently responsible for, car crashes.*[1]

It's easy to identify fake prescription medications, like Adderall or Xanax.

FALSE! *Counterfeit pills, illegally manufactured by criminal drug networks, are made to look like real prescription medications – and are so well made that even experienced users say they can't tell the difference.*[2]

Fake pills often contain fentanyl and are more lethal than ever before.

TRUE! *DEA lab testing reveals that 6 out of every 10 fake prescription pills with fentanyl contain a potentially lethal dose.*[3]

[1] U.S. Department of Justice Drug Enforcement Administration (n.d.). *Fact or Fiction? Take the Drug Quiz!* Just Think Twice. Retrieved May 2, 2023, from https://www.justthinktwice.gov/quiz/fact-or-fiction-take-drug-quiz

[2] Multnomah County (2021, April 20). *Health officials warn of rise in deaths from counterfeit pills*. Multco.us. Retrieved May 2, 2023, from https://www.multco.us/multnomah-county/news/health-officials-warn-rise-deaths-counterfeit-pills

[3] U.S. Department of Justice Drug Enforcement Administration (n.d.). One Pill Can Kill You Fact Sheet. Dea.gov. Retrieved May 2, 2023, from https://www.dea.gov/sites/default/files/2022-12/DEA-OPCK_FactSheet_December_2022.pdf

HOW IT AFFECTS YOU:

KNOW THE VARIOUS HEALTH RISKS OF THESE SUBSTANCES...

ALCOHOL:

⇒ **Impairs judgment/coordination**

⇒ **Large amounts can impair ability to learn/remember information**

⇒ **Respiratory/cardiac failure**

MARIJUANA:

⇒ **Impairs short-term memory/ comprehension**

⇒ **Can cause confusion, anxiety, lung damage, and abnormalities of the hormonal/reproductive system**

⇒ **Overdose can cause paranoia, panic attacks, or psychiatric problems**

HALLUCINOGENS:

⇒ **Panic attacks/psychotic reaction**

⇒ **Overdose can cause heart failure, lung failure, coma, and death**

NARCOTICS:

⇒ **Anxiety, mood swings, nausea, confusion, constipation, and hypoventilation**

⇒ **Overdose may lead to convulsions, coma, and death**

STIMULANTS:

⇒ **Agitation, loss of appetite, irregular heartbeat, chronic sleeplessness, and hallucinations**

CLUB DRUGS:

⇒ **No club drug is safe due to variations in purity, potency, and concentration**

⇒ **Serious health problems or death**

DEPRESSANTS:

⇒ **Overdose of depressants range from shallow breathing, clammy skin, dilated pupils, and weak and rapid pulse to coma and death**

TOBACCO:

⇒ **Carbon monoxide in cigarette smoke can promote arteriosclerosis**

⇒ **Long-term effects of smoking include emphysema, chronic bronchitis, heart disease, and lung cancer**

**University of Illinois at Urbana-Champaign (2014). Biennial Report on Alcohol and Drug Efforts. Retrieved February 6, 2017.*



The photo you see here displays a year in the life with drug use and a year without. This is part of an advertising campaign, created by Mccann Erickson, to increase drug awareness in Israel. Mccann created a Facebook profile featuring this young man named Adam Barak.

LAWS & PENALTIES

Pennsylvania Laws

Public Drunkenness A person is guilty if he/she appears in any public place manifestly under the influence of alcohol. The fine can be up to $500 or up to 90 days in jail for the first offense.*

Underage Drinking It is illegal for someone under the age of 21 to consume alcohol. Someone under the age of 21 who attempts to consume, purchase, sell, or knowingly transports alcohol is subject to a $500 fine, up to 90 days in jail, and/or license suspension.*

Furnishing Alcohol to a Minor It is illegal for one to purchase with the intent to sell or furnish alcohol to a minor. Even if you are under the age of 21 you can be convicted of furnishing alcohol to a minor. Penalties include a fine of at least $1,000 and up to a year in jail.*

Carrying a False I.D. It is illegal to carry an identification card that represents false information such as your name, age, and photograph. Penalties for violating this law include a $300 fine, up to 90 days in jail, and/or license suspension.*

DUI If you are arrested for drunk driving you will receive a 6-month probation and a $300 fine if your BAC was between .08-.99. If your BAC was from .10-.159 you will receive from 2 days-6 months in prison, a $500-$5,000 fine and a 12-month driver's license suspension.**

*Pennsylvania General Assembly. (n.d.). *Title 18 Crimes and Offenses.* Retrieved May 15, 2023, from https://www.legis.state.pa.us/WU01/LI/LI/ CT/PDF/18/18.PDF

**Pennsylvania Department of Transportation. (n.d.). *.08 DUI Legislation.* PennDOT Driver & Vehicle Services. Retrieved May 15, 2023, from https://www.dmv.pa.gov/Information-Centers/Laws-Regulations/pages/dui-legislation.aspx

KEEP THE GOOD TIMES ROLLING; DON'T LET DRUGS OR ALCOHOL INTERFERE.

Recognize the Signs:
Symptoms of Alcohol Dependency

- Depression or unhappiness
- Drinking in order to cope with personal problems
- Isolating oneself from family and friends
- Loss of interest in activities which were once of interest
- Difficulty sleeping
- Poor judgment
- Mood fluctuations
- Developing health problems
- Experiencing blackouts
- Not fulfilling promises or obligations
- Participating in high-risk/dangerous activities

PA Medical Amnesty Law

The Pennsylvania Medical Amnesty Law provides intoxicated minors (Under the age of 21) amnesty if they call 911 due to a friend experiencing alcohol poisoning. The student must believe the person they are calling for is in need of immediate medical attention.

RMU Alcohol & Drug Policies

Robert Morris University students are expected to act with integrity and in accordance with the university's Code of Student Conduct. This includes decisions regarding alcohol and drug use. Please review the Code of Student Conduct to learn about the university's alcohol and drug policies.

If you are concerned about a student's alcohol or drug use…

please use the **Substance Abuse Concern Form** to make a report.

FINDING HELP



Local Drug and Alcohol Treatment Centers:

Greenbriar Treatment Center:

(800) 637-4673 (main) -Greenbriar will come to RMU and provide a free and confidential Drug and Alcohol Assessment to give students options to help them reach their goal of sobriety.

Gateway Rehabilitation Center:

(800) 472-1177 (main) -Offers individual outpatient therapy, IOP, and partial hospitalization. Live chat on their website is available Monday - Friday, 9:00 AM - 4:30 PM.

Local Psychiatric Facilities:

Staunton Clinic (Heritage Valley, Edgeworth) Sewickley, PA
412-749-7341

Heritage Valley Kennedy Hospital
412-777-6161

UPMC Western Psychiatric Institute and Clinic Pittsburgh, PA
412-624-1000 or toll-free 1-877-624-4100

IN CASES OF EXTREME EMERGENCY, IMMEDIATELY CALL THE UNIVERSITY POLICE DEPARTMENT AT 412-397-2424, OR PROCEED TO THE CLOSEST HOSPITAL EMERGENCY ROOM.

Emergency Resources:

Residence Life Emergency Number (for students in the Residence Halls)
412-397-5242

RMU Police Department Number (for students on campus)
412-397-2424

resolve Crisis Services (phone support, mobile crisis team, and awalk-in crisis center)
1-888-796-8226

988 Suicide & Crisis Lifeline (24-hour hotline)
Call or text 988

PAAR: Pittsburgh Action Against Rape (24-hour confidential hotline, linkage to services)
1-866-363-7273

Center for Victims (24-hotline, linkage to services)
1-866-644-2882

Women's Center and Shelter of Pittsburgh (Intimate Partner Violence 24-hour hotline, crisis services, linkage to services)
412-687-8005

Crisis Text Line (Free, 24/7 crisis support)
Text HOME to 741741
to connect with a volunteer crisis counselor

RMU Counseling Center

To contact the Counseling Center…
email counseling@rmu.edu
or
call **(412) 397-5900**

Location:
Patrick Henry, Lower Level
6001 University Boulevard
Moon Township, PA 15108

Hours:
Mon – Fri / 8:30am – 5pm

Attachment G
Employee Notification Letter

THE MORE YOU KNOW – EMPLOYEE NEWSLETTER



Drug and Alcohol Awareness

HOW IT AFFECTS YOU.

KNOW THE VARIOUS HEALTH RISKS OF THESE SUBSTANCES...

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**University of Illinois at Urbana-Champaign (2014). Biennial Report on Alcohol and Drug Efforts. Retrieved February 6, 2017.*

Did you know?

“88,000 deaths are annually attributed to excessive alcohol use”

“Alcoholism is the 3rd leading lifestyle-related cause of death in the nation”

*Facts About Alcohol (2015, July 25). In NCADD. Retrieved January 23, 2017, from https://www.ncadd.org/about-addiction/

Attachment G
Employee Notification Letter

RECOGNIZE THE SIGNS



Signs of Drug and Alcohol Abuse:

- Neglecting responsibilities, such as missing work.
- A change in appetite or sleeping patterns.
- Putting themselves or others in danger, such as driving under the influence or using dirty needles.
- Legal troubles due to substance abuse.
- Fighting with friends and family or losing some of their friends.
- Unexplained need for money and may borrow or steal to obtain it.
- Change in personality or attitude.

Symptoms of Alcohol Dependency:

- Depression or unhappiness
- Drinking in order to cope with personal problems
- Isolating self from family and friends
- Loss of interest in activities which were once of interest
- Difficulty sleeping
- Poor judgment
- Mood fluctuations
- Developing health problems
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FINDING HELP



Employee Assistance Program

Additionally, RMU offers all full-time and regular part-time employees access to the Employee Assistance Program (EAP). The EAP offered through RMU is available to employees, their dependents, and all household members to age 26. The EAP includes six face-to-face assessment and counseling sessions that can help with depression, relationship issues, life improvement, addiction, stress, financial concerns, and/or online Will preparation.

There is no charge for employees and eligible dependents to use this service.

EAP details can also be found at https://www.rmu.edu/intranet/hr/ employee-assistance-program.



Drug and Alcohol Treatment

Robert Morris University is dedicated to providing a comprehensive and competitive benefit program designed to attract and retain high quality employees. Full-time employees are eligible for benefits through Robert Morris University. Benefits include Medical and Prescription Drug coverage, including drug and alcohol inpatient and outpatient treatment. Full plan information can be found for FACULTY here or STAFF here.

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*Pennsylvania Liquor Control Board. (2013). Under 21 in Pennsylvania: Know the Laws. Retrieved February 6, 2017, from https://www.lcbapps.lcb.state.pa.us/webapp/education/item_images/0350.pdf



Discipline Procedure

Robert Morris University prohibits unlawful manufacture, distribution, possession, or use of a controlled substance or alcohol on University premises or while conducting University business off University premises. In accordance with the Discipline Procedure Policy, violations may result in disciplinary action up to and including discharge.

The full policy may be found at:
https://drive.google.com/file/d/1GLneqZOSvXZ9LWp6dUnVE0YvpaiumDIa/view


RMU
ROBERT MORRIS
TM