

**Robert Morris University  
Code of Student Conduct  
and  
Student Conduct Process**

**2026 - 2027**



[rmu.edu/conduct](https://rmu.edu/conduct)

# Code of Student Conduct

## 2026 - 2027

|                                                                |    |
|----------------------------------------------------------------|----|
| Robert Morris University Declaration of Integrity              | 3  |
| Robert Morris University Code of Student Conduct               | 4  |
| Robert Morris University Student Conduct Process               | 8  |
| Section 1. Organization/Philosophy                             | 8  |
| Section 2. Jurisdiction                                        | 9  |
| Section 3. Overview of the Student Conduct Process             | 10 |
| Section 4. University Student Conduct Board                    | 13 |
| Section 5. Roles of Administration                             | 14 |
| Section 6. Interim Suspension and Other Administrative Actions | 14 |
| Section 7. Rights of Complainants and Respondents              | 15 |
| Section 8. Responsibilities of Complainants and Respondents    | 16 |
| Section 9. Conduct Board Procedures                            | 17 |
| Section 10. Sanctions                                          | 19 |
| Section 11. Appeals                                            | 22 |
| Section 12. Modification of Procedures                         | 23 |
| Section 13. Disciplinary Records and Notifications             | 23 |
| Section 14. Involuntary Medical Withdrawal                     | 23 |
| <b>University Policies</b>                                     |    |
| Alcohol Policy                                                 | 25 |
| Drug Policy                                                    | 26 |
| Alcohol and Drug Amnesty Policy                                | 26 |
| Medical Marijuana                                              | 27 |
| Anti-Hazing Policy                                             | 27 |
| Smoking Policy                                                 | 29 |
| Solicitation Policy                                            | 29 |
| Policy on Sexual Harassment and Relationship Violence          | 29 |
| Weapons Policy                                                 | 30 |



## 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, which includes smoke detectors, sprinkler systems, fire extinguishers, and fire alarm pull stations;
  - 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, Anti-Hazing Policy, Solicitation Policy, Alcohol Policy, Policy on Peaceful Demonstrations, Weapons 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**

## **2026 - 2027**

### **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](http://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 expects its students to adhere to standards of behavior that it considers essential to its educational mission and its community life. These general 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

misconduct 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. 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 ensure their behavior adheres 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, 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 the Office of Title IX, 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 Sexual Harassment and Relationship Violence. Visit [titleix.rmu.edu](http://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 falls 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 a 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 administrators, staff, and/or faculty. A minimum of three (3) and a maximum of five (5) representatives may serve on the board. A Student Conduct Board drawn from the faculty, staff, or administration will 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 or faculty 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 of 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 well-being 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; 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, 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 Conduct 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 space 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 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 26).

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, residence halls, 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.
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](http://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 (2024) 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 primary office is located on the 2nd floor of Revere Center (Human Resources Suite). An alternative office is located on the 1st floor of the School of Business Building (BUS 125).

Contact Title IX:

- 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

Online resources are available [here](#).

## **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.