

2025-26 STUDENT HANDBOOK

WILLIAM PENN
UNIVERSITY



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William Penn University Student Conduct Code

Mission Statement

William Penn University provides the opportunity for an educational experience with a focus on leadership, technology, and the Quaker principles of simplicity, peace-making, integrity, community, and equality.

Academic Conduct

1. Students are to hold academic honesty in high regard. Cheating and/or plagiarism will not be tolerated.
2. Providing false information on university records is prohibited.

Conduct Towards Society

1. Students shall abide by local, state, and federal laws.
2. Students will not use or possess any weapons or dangerous implements on campus.
3. The on-campus sale, purchase, distribution, use or possession of alcoholic beverages is prohibited.
4. The sale, purchase, distribution, use or possession of narcotics or other controlled substances is prohibited.

General Conduct

1. Students will observe tobacco-free and alcohol-free environments.
2. Students are to meet financial responsibilities to the university.

Conduct Towards Others

1. Students are to respect the rights of other persons.
2. Physical or psychological abuse towards any person(s), or conduct that threatens the health or safety of any person(s), is prohibited.
3. Sexual harassment, assault or hazing is prohibited.
4. Students shall refrain from disorderly and/or obscene conduct/ language.
5. Students shall abide by all residence hall policies as outlined in the Housing Agreement and/or the Student Handbook.
6. Students shall respect the instruction, research and administration of the university.
7. Students shall respect the disciplinary procedures of the university.
8. Students shall respect the property rights of other individuals, organizations and the university. Theft, misuse, damage, vandalism, and/or any other unauthorized use of property are prohibited.

Educational & Student Services

William Penn University welcomes you to the 2024-2025 academic year. Our entire staff values quality, integrity, caring, and teamwork as we work to help you succeed. We hope to see a lot of you as the months fly by. Have a great year!

Letter from the President

Welcome to William Penn University! During your time here, you will meet students from all across the United States and from more than 20 countries. They will become part of your own personal growth and memories you will treasure well beyond graduation.

I, too, chose William Penn to complete my undergraduate studies. While the new facilities and programs offer an exciting environment, in reality that is a minimal part of the Penn experience. The professors who challenge you in the classroom and care about your life outside, the co-curricular opportunities that exist, the coaches, sponsors, staff, and friends you'll make are the foundation of your college memories and aid in the evolution of who you'll become. As you invest yourself in your time at Penn you will discover who you are and set the foundation for success in your life. Open communication with your professors, residence life staff and other offices throughout campus is the key to a successful experience. It is not a lack of stress or trials that will make you succeed, but rather how you navigate the challenges as they appear.

We take great pride in our personal and family atmosphere. One of the exciting things about being the President of William Penn is getting to know the students. Please introduce yourself as you see me on campus or at events.

Once again, welcome to William Penn University and we look forward to spending the next few years with you.

Sincerely,

John Ottosson '84 President

Business Services | Penn Hall 223

The Business Office is available to assist you with your financial needs. All current charges for the term are due before the first day of class, and a monthly service charge will be assessed on any remaining balance on the 20th of each month. If unable to pay in full, we also offer a tuition payment plan which allows monthly payments to pay the balance for the term without being charged a service charge.

The first installment should be paid before the first day of class and remaining monthly payments are due by the 10th of each month. Late payments will be assessed a late fee of \$50.00. If you neglect to make your payment when due you will be assessed a late fee of \$50.00, termination of the tuition payment plan and your account will be charged a monthly service charge of 1%.

Students with past due accounts may be denied meals from food service, may not be allowed to attend classes, and may be removed from the residence halls. The university does not reimburse for lost meals. A hold on academic records will be in effect on any account balance until cleared; this includes registration, grades, transcripts, and diplomas.

Account statements are available on the William Penn University Access website as well as mailed out monthly. Year-end tax information forms (1098T) will be mailed out to the student's permanent address on file and are also available on the William Penn University student portal prior to the federal deadline. Duplicate 1098T forms may be issued upon the Business Office receiving \$25.00 to cover the cost of this service.

Perkins – William Penn Loans

Students can sign for their Perkins, William Penn, and William Penn Forgivable Loans in the business office.

Loan Collection Officer	Business Office	641-673-1039
Student Accounts	Ashley Wagamon	641-673-1142

Health Insurance | Penn Hall 224

William Penn University requires all students on the traditional campus to purchase our student health insurance unless they can provide proof of sufficient health insurance coverage. Proof of health insurance is obtained through the online enrollment verification. Students will need to complete the online enrollment verification prior to school starting. Enrollment information is available on the William Penn University student portal and in the Business Office. Contact the athletic training office for insurance claim forms and insurance card information for those students enrolled in the University's health insurance. All international students are required to enroll in our student health insurance.

Federal Work Study Payroll | Penn Hall 224

Students who are employed under the university work study program should turn in the required employment papers (Federal W-4, State W-4, I-9, and two specified forms of identification) to the payroll manager in the Business Office at the beginning of each school year. The work authorization form, which the student picks up in the financial aid office, needs to be completed by the student and the supervisor, and then signed by the financial aid office, and upon completion turned into the Business Office.

Payroll timecards will not be issued without the proper documentation on file with the payroll manager. Payroll timecards are required to be turned in weekly after being signed by their supervisor and themselves. Payroll checks may be picked up in the Business office.

The payroll schedule will be located on the Business Office door in Penn Hall, Room 224. Federal guidelines must be followed when performing work study and failure to do so may result in the termination of your current and future work study benefits. The student's

W-2 will be mailed to their permanent address on file before the federal tax deadline and any duplicate W-2 requested will be assessed a charge of \$25.00.

Work Study	Riley Frohwein	641-673-1037
Accounting Manager	Crystal Curry	641-673-1035

Campus Counselor | Union Ground Floor

The Campus Counseling Center is located on the main level of the Dana Atkins Memorial Union behind the student mailboxes. A fully certified Campus Counselor is available Mondays, Tuesdays, Wednesdays from 8:00 am–2:00 pm to assist William Penn students. Virtual Telehealth services are also now available. Free, unlimited access to therapists and on-demand crisis counseling. Register at the virtualcaregroup.com. Services provided include drug and alcohol counseling, relationship counseling, mental health evaluations and support, time management, anxiety and stress management, and organizational skills building. All sessions are free and confidential.

Contact

Caree Gordon

[641-673-1703](tel:641-673-1703)

Campus Bookstore | Lower Level | Dana M. Atkins Memorial Union

Bookstore Information

The William Penn University bookstore is located on the lower level of Dana M. Atkins Memorial Union. Our primary goal is to ensure students are able to obtain the course materials they need at reasonable prices. We also provide many other items to support the student’s academic career and school spirit. Please stop by the store or browse our website anytime at www.bkstr.com/william pennstore.

Contact

Bookstore Office

[641-673-1030](tel:641-673-1030)

Hours

Fall & Spring Semesters		Summer Hours	
Monday – Friday	8:00am – 4:00pm	Monday – Friday	8:30am – 4:30pm (subject to change)

The Bookstore will be open before every home football game. Other special event hours will be posted on the Bookstore's website. Student Accounts

Students may charge books and supplies at the beginning of each semester. Books may also be reserved, purchased or sold online at www.bkstr.com/william pennstore.

Book Buyback

The primary book buys are held in coordination with exam weeks in December and May. However, we do buy books throughout the year. We pay the student more than the national market value when a text is ordered by the professor for next term and when the Bookstore is not overstocked. We pay the student national market value when the book is not ordered by the professor, when the Bookstore is overstocked, and when there is a national demand for the book.

Book Criteria for Buy Back

1. Books must be in good condition.
2. No water damages.
3. No international or instructors' editions.
4. No ink.
5. No excessive highlighting.
6. No torn pages.
7. If book originally came with a CD, etc., call components must accompany the book.

Computer Labs & Public Access Computers

Computers are available for student use at several locations on campus, including Penn Hall, the Student Success Center, Wilcox Library, and in the Union during posted hours. Wi-Fi access to the campus network, including the Internet, are available in all campus buildings. In addition, wired network access is available in the residence hall rooms by request.

The main public access labs are located in Penn Hall, Room 114. It is occasionally reserved for classes, but are open for general student use the remainder of the day and evening hours.

Two formats (Macintosh and PC) are available for student use. These computers are part of the campus network and print to a central printer. A variety of software programs and programming languages are available.

Students are assigned user identification (user ID) on the campus network which is to be used to access all campus network services.

Financial Aid | PAC 204

Financial aid is provided to help offset the cost of your education. Attendance in each class for which you are registered is required to receive aid. Throughout the year you may receive information concerning your financial aid either at your school e-mail or your campus mailbox. Please be sure to check each regularly.

Information regarding: Applying for Financial Aid Assistance; Verification of FAFSA Application Data; Education Tax Credits; Academic Costs; How and When Financial Assistance is Distributed; Registration and Attendance Policies; Enrollment Status Policy; all types of student financial assistance; Satisfactory Academic Progress Standards for Maintaining Financial Assistance; Withdrawing; and Exit Counseling Information can be found in The Financial Aid Guide at www.wmpenn/admissions-aid/.

The Federal Work-Study Program (FWS) is financial aid that is based on financial need. FWS is not credited to the student's account up front but paid directly to the student on a bi-weekly basis for hours work. Students eligible for the FWS program will find this listed on their award letter notification along with the maximum dollar amounts eligible to work per term. The Federal Student Employment Guidelines and job postings can be found at www.wmpenn.edu/admissions-aid/work-study-program/. Students are responsible for finding their own workstudy position by contacting the supervisor listed on the job posting. If both student and supervisor agree on the job duties and hours, the student will need to obtain a work authorization form, W-4 and I-9 forms from the Financial Aid Office. Students are paid for the hours they work; they may not work during class times, and should not exceed the maximum amount awarded each term. For more information regarding federal workstudy payroll, please refer to the Business Services section.

Loans awarded to students and parents (parents in the case of a dependent student) may be requested by completing the appropriate loan authorization form. Student and parent may request less than the maximum amount that appears on the student's award letter. Parent PLUS loans are a credit-based loan. If needing the PLUS loan as a payment option, parents are encouraged to complete the loan authorization form early for a preliminary credit check. In the event the credit decision is denied, you may need to seek other payment options.

Students considering withdrawing from a class or withdrawing from school, are encouraged to meet with a Financial Aid Counselor to understand the effects it may have on their financial aid. Students withdrawing from school begin the official withdraw process with the Director of Financial Aid in room 204 in the Penn Activity Center (PAC).

Health Care

Campus Health Clinic located on the 2nd floor of the Penn Activity Center (PAC) and is staffed by providers from Mahaska Health Partnership. The clinic is open weekly on Tuesday and Thursday from 9:30am – 3:30 pm. The following services are available at the campus health clinic:

- Diagnosis and treatment for minor illness or injury
- Routine healthcare and acute diagnosis
- Walk-Ins welcome, same day appointments accepted

Contact

Campus Health Clinic

[641-676-7361](tel:641-676-7361)

ID Cards

Students receive an ID card from Residence Life shortly after arriving at William Penn University. It is to be used throughout their enrollment at Penn. This is official university identification and should be carried at all times. It is used for withdrawal of library books, use of university equipment, and admission to university

events. It also serves as a meal card for resident students and provides access to a student's assigned residence hall. ID cards can also be used as reloadable debit cards at the PAC Café.

Loss of a student ID should be reported immediately to the Residence Life office. Replacement charge for a damaged or lost card is \$50.00. Any misuse of an ID by its holder or attempted use by another person will result in fine/suspension of privileges.

Post Office Services | Penn Hall 106

The university provides postal services for the convenience of students and university departments. The mail service distributes U.S. mail each day Monday through Friday. Delivery of on-campus mail is also available at no charge Monday through Friday. Students should check their mailboxes daily. Mailboxes are located on the main level of the Union. Student ID is required when picking up your mailbox key.

The recommended address format is the following:

Your Name
Box #2____ (your box #)
William Penn University
201 Trueblood Avenue Oskaloosa,
IA 52577

Posting Policy on Campus

The display of posters, bulletins, flyers, notices, etc., MUST be approved by the Marketing and Communications Office (Penn 210) prior to posting on the campus.

Postings may only be posted on bulletin boards or other designated areas inside university buildings on campus.

All such postings are expected to be in good taste, without the presence of vulgar language or innuendoes, and should be relevant to the university. Notices may not advertise items for sale or the availability of alcohol, or include any alcohol or controlled substance-related wording or insignias. Do not post over other flyers, posters, or notices. Correct spelling is required.

If a student organization wishes to promote an activity or event, on or off campus, the group must first get approval from the Director of Student Activities to hold the event. Once the event is approved, any promotional materials must be presented to the Marketing and Communications Office by the group's president or another member of the group's student officers for proofing and approval to post. The Marketing and Communications Office reserves the right to decline approval.

All postings on campus must include the name of the organization(s) or person(s) sponsoring the event and must be taken down within 24 hours after the event.

Postings not related to a specific event may be posted for a maximum of two (2) weeks. Approved posters/flyers/notices that do not relate to a campus event may be posted on the three (3) public bulletin boards on campus located at the east and west entrances to Penn Hall and outside PAC 211. Posting is strictly prohibited on windows, any exterior part of a building and, per fire code, entrance doors of buildings. Items

may not be taped to any painted, wood, or glass surface in or outside any building on campus. Items may not be placed in or on any vehicle located on university property.

If you plan to use a banner or decorate any part of the Union or residence halls, you must first obtain permission from the Residence Life Office. The Iowa Department of Transportation does not allow any banner or decoration on the overhead walkway leading to the McGrew Fine Arts Center. Any postings in violation of these standards will be removed.

Campus Safety | Union 110 | Phone Extension #1170

A Campus Safety officer is on duty 24 hours a day and oversees the protection of the campus community. Campus Safety officers work in conjunction with the Residence Life staff regarding student safety and behavior.

A Campus Safety officer may be reached by dialing extension 1170 on campus or at either [641-673-1170](tel:641-673-1170) / [641-670-3431](tel:641-670-3431) off campus. The Campus Safety office is located in the Dana M. Atkins Memorial Student Union, Room 110.

Services for Students with Disabilities

The Office of Services for Students with Disabilities (OSSD) is dedicated to improving the educational experience of students with disabilities. The OSSD provides access, accommodations, and advocacy for William Penn University students who have documented disabilities. Various factors influence the decision for each individual student – the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the student's diagnosis and documentation of strengths and weaknesses, and the specific William Penn University course and its requirements.

The Coordinator of Services for Students with Disabilities (CSSD) assists qualified students with disabilities at William Penn University. The coordinator serves as a personal and confidential contact for any student wishing to discuss policies and procedures, as well as academic and personal concerns. The coordinator provides information, accommodation requests, referrals, and support.

Contact

Academic Dean's Office

[641-673-1010](tel:641-673-1010)

Student Success Center | Union 113

The Student Success Center strives to provide resources appropriate for and available to all students enrolled at William Penn University. These services assist students in achieving academic success, gaining scholastic independence, improving self-esteem, and preparing for graduate study and professional endeavors.

The Student Success Center endeavors to reach and maintain the following goals and objectives:

- Promote personal and academic excellence among students, faculty and staff.
- Work cooperatively with faculty and staff across campus to improve opportunities for students to be successful.
- Provide efficient academic support services that help all William Penn University students maximize their academic performance.
- Support William Penn University academic standards and policies.
- Sustain a friendly, helpful environment conducive to learning.
- Evaluate and modify resource center policies and procedures on a regular basis.
- Keep abreast of current and effective trends in academic support, and maintain non-discriminatory practices in operations and services.

Contact

Darrell Mackaig

[641-673-2172](tel:641-673-2172)

Residence Life Office | Main Level | Dana M. Atkins Memorial Union

The Residence Life Office provides students with support, challenges, and opportunities for personal growth and development. Services include: residence hall operations, student IDs, meal plan information, and Judicial Board proceedings. Copies of the Code of Conduct and sexual harassment policies are also available from the Residence Life office.

Contact

Residence Life Office

[641-673-2123](tel:641-673-2123)

Penn Activity Center (PAC)

The Penn Activity Center (PAC) is a multi-purpose facility that provides a wide range of recreational opportunities for William Penn students. The facility features two collegiate-sized basketball or volleyball courts, turf, a recreational track, cardio and fitness machines, classrooms, locker rooms, a fitness room and much more. Students are encouraged to utilize this facility as much as their time allows. Students can check out sports equipment from the Equipment Issue office for free using their WPU student ID. The PAC hours are posted throughout the facility and on www.wmpenn.edu.

Contact

Bailey Rimes

[641-673-2176](tel:641-673-2176)

Vaccination Policy

William Penn University follows the Centers for Disease Control and Prevention's recommendations for immunizations. Specific requirements for vaccinations in the William Penn University Division of Nursing are published here: www.wmpenn.edu/academics/nursing/nursing-degree/.

Mahaska Health Partnership (MHP) operates the on-campus health clinic, located on the second level of the Penn Activity Center (PAC). Students are encouraged to bring their immunization records with them while attending William Penn University. A copy of these records will be helpful if they seek medical care at the oncampus health clinic or at any medical facility away from their primary care provider.

The State of Iowa requires that all colleges and universities provide information on the meningitis vaccination to incoming students. If you will be living in the residence halls, it is recommended by the CDC that you receive this vaccination. This vaccination is not required, but it is recommended.

According to the CDC website, "meningitis is an inflammation (swelling) of the protective membranes covering the brain and spinal cord. A bacterial or viral infection of the fluid surrounding the brain and spinal cord usually causes the swelling. However, injuries, cancer, certain drugs and other types of infection also can cause meningitis. It is important to know the specific cause of meningitis because the treatment differs depending on the cause."

Additional information regarding meningitis can be found at: www.cdc.gov/meningitis, or contact your primary care provider.

Director of Sports Medicine

[641-673-1293](tel:641-673-1293)

Abu Ibrahim

ibrahima@wmpenn.edu

Wilcox Library

Wilcox Library has a wide range of services available to you: paper and electronic access to information, reference assistance, Inter-library loan, and document delivery. The library also has a wireless network installed and laptop computers available for check out. A student lounge is available for students to relax, eat, and socialize. Part of the library's mission is to provide an inviting atmosphere in which to study, read, relax, and enjoy.

Contact

Circulation Desk

[641-673-1096](tel:641-673-1096)

Student Organizations

The student body wants to wish you a warm welcome to William Penn University! Congratulations on making the steadfast decision to continue your education at a university that can offer many opportunities for your future. Your time at William Penn will introduce you to a new way of life and you just may end up making

friends with people who are from a vastly different culture than you. William Penn allows the chance to experience a new atmosphere in our extracurriculars, electives, as well as our activities provided by student life. No matter where you come from, Penn can allow for you to explore something new. We encourage you to have a hopeful and positive outlook on your future here.

William Penn is a place that many of us consider to be our second home, and now we welcome you to call it home. The people here as well as the environment that our small school setting provides is unique to anywhere else, and you will begin to cherish it quickly.

William Penn's friendly staff make it easy for you to come to them with any need, and they are always open for a conversation! Make sure you strive to use every opportunity you are shown to ensure that your experience here is lived to the fullest. You may have come here for academics or to play a sport, but there is so much more that you can do while you are here. With our extensive number of extracurricular clubs, intramurals, Greek life, and other organizations, you are sure to be enjoying your time out and about. There is no better time than now to make the most of life.

Even with the events happening in the world around us, the most important thing to remember is that you attend Penn as a student first. The stressors of modern-day life can easily catch up to you if you let them, try not to forget how important your studies are to the success of your future. The easiest way to make a class easy is to show up for it, so try to go to class every day ready to engage and expand your knowledge.

William Penn Student Government Association, better known as SGA, wants to help make your time at Penn memorable. We are graciously accepting input and comments on what we can do to improve campus life, so feel free to find a member and share your ideas.

Congratulations again on your acceptance to William Penn University! You are now one of the Statesmen, wear your colors with pride.

*Amber Kurtz
Student Government Association President*

Students wishing to initiate a new student organization should present their proposal in writing to Student Life located in the Student Services Office, Dana Atkins Memorial Union room 107, who will submit the information to SGA. After being reviewed by the Student Government Association, the organization's proposal will be sent to the administrative cabinet for final approval.

Planning / Scheduling Events

All student organizations and/or groups planning events, meetings, speakers, or presentations must contact University Conferencing at [641-673-1044](tel:641-673-1044). To reserve a room, space, or equipment (including tables and chairs) contact University Conferencing at [641-673-1044](tel:641-673-1044). To avoid scheduling conflicts all organizations must plan ahead and communicate in advance concerning these needs.

Student Organization Funding

Recognized student organizations have the opportunity to request funding from the Student Government Association (SGA) to assist in offsetting administrative and operational costs of the organization for the year. Student organizations must meet certain criteria and follow set guidelines each year to be eligible for funding. The criteria and guidelines include:

- A student officer and/or their advisor present at the SGA Funding Meeting in the fall.
- Fill out and submit a completed budget application by the deadline set by SGA.
- A student officer of the organization must participate in a budget hearing meeting with SGA representatives in which questions will be asked about the submitted application.
- The organization must be an active participant in various events, including: student organization information tables, Campus Beautification Day, Oskaloosa Lighted Christmas Parade and other events as determined by SGA and the WPU Administration.

Student organizations who receive recognized status during the school year, after the initial funding meeting, may request funding through the SGA Funding Appropriations Committee. This committee will review the request and submit a recommendation to SGA for a vote.

Campus Ministries

Each semester William Penn students are offered a range of opportunities for involvement, including weekly chapel, special interest groups (e.g. Fellowship of Christian Athletes), service opportunities, retreats and Bible study groups. Participation is voluntary. Spiritual life activities directly sponsored by Campus Ministries are interdenominational and Christian-oriented. The purpose of campus ministry sponsored activities is to encourage students in their own spiritual journeys and to provide opportunities to grow in their faith.

Advisor

Daniel Thatcher

Office: Union 120a

Greek Life

Greek Council governs the activities of the five social fraternities and sororities on the Penn campus. Planning Rush and Greek Weeks, organizing service opportunities and promoting life-long friendships in service to humanity are just some of the goals and activities of the Greek life.

Fraternities	Sororities
Delta Beta Phi	Lambda Delta Nu
Sigma Phi Sigma	Pi Gamma Xi
Theta Alpha Psi	Nu Psi Tau

Advisor

Marsha Riordan

[641-673-1045](tel:641-673-1045)

World Club

The International Students Club is open to all students interested in other cultures, regardless of nationality. Its aim is to provide an environment for students of various cultures to interact and understand each other. The club is active in promoting diversity on campus and in the community. The members of the club will also act as ambassadors for new or prospective international students and as a source of cultural information for William Penn University.

Contact

Heidi Scholes

[641-673-1084](tel:641-673-1084)

Campus Activities Board (CAB)

PASS is a student-run organization that provides activities for the WPU community. Each month PASS sponsors a variety of entertainment and educational programs including comedians, hypnotists, game shows, bowling, roller-skating, and laser tag. Annual activities include Welcome Week, Homecoming and PennStock. PASS members assist in the process of planning, organizing, and promoting these student events.

Advisor

Heidi Scholes

[641-673-1084](tel:641-673-1084)

Residence Hall Association (RHA)

RHA consists of students who reside on campus and help initiate weekly programming and special events, and initiate change in residence hall policy. If you have concerns about residence hall policy, talk to an RHA member. If you would like to become a member, talk to your RA or an RHA member of your floor or unit.

Contact

Tanya Mammen

[641-673-2123](tel:641-673-2123)

Student Ambassadors

Selected to represent the university on behalf of the Admissions office, this exclusive group of students provides visitors with an inside peek into university life at William Penn. They give campus tours and serve as ambassadors at special events.

Advisor

Admissions Office

[641-673-1012](tel:641-673-1012)

Student Government Association (SGA)

SGA exists to nurture community among students, support the academic and extracurricular programs of the university and serve as a liaison between students and the university administration and community. These student leaders strive to become role models and as such must respond to the highest level of accountability.

The student body elects a president, vice-president, treasurer, public relations officer, student life officer, administrative officer and development officer each spring. Scholarships are awarded for service to the campus community by SGA.

2024 – 2025 William Penn Student Government Representatives

President	Amber Kurtz
Vice President	Rebecca Warren
Treasurer	Olivia Lange
Student Life Director	Keionna Cruea
Public Relations Director	Rylee Frayne
Events Coordinator	Brittany Cotter
Senators	Sara Kalilikani
	Crystal Warren
	Andrea Arellano-Munoz

Advisor

Heidi Scholes

[641-673-1084](tel:641-673-1084)

Academic Clubs

Education Club

Future teachers are encouraged to join William Penn's Education Club and the Iowa Student Education Association (ISEA). Members attend and present at workshops and conferences, interact with guest speakers, and participate in local projects and activities. ISEA members receive additional benefits provided by the National Education Association.

Advisor

Melissa Schettler

[641-673-1073](tel:641-673-1073)

Kinesiology Club

The Kinesiology Club, a student-run movement organization, actively promotes interests in Sport Management, Physical Education, Wellness and Recreation and related fields. This group strives to learn about careers in sport, recreation, physical education, and form relationships with other students with similar interests. This club embraces the ideals of ethical, professional, well-rounded movement specialists by exposing students through extracurricular experiences, service to the campus and community and mentorship from experts in the field.

Advisor

Jennifer Peterson

[641-673-1021](tel:641-673-1021)

Pre-Professional Biology Club

The Pre-Professional Sciences Club, a student-run science organization, actively promotes interests in biology and related fields. This group strives to learn about careers in science and form relationships with other students with similar interests. This club embraces the ideals of ethical, professional, well-rounded scientists by exposing students through extracurricular experiences, extramural research, service to the campus and community and mentorship by experienced scientists.

Advisor

Janet Ewart

[641-673-1119](tel:641-673-1119)

Social & Behavioral Science Club

Open to all students, the Psychology/Sociology Organization works to broaden students' knowledge of the social sciences. Members enjoy social activities and guest speakers, foster group discussion and serve both the campus and community through service projects.

Advisor

Michael Johnston

[641-673-1346](tel:641-673-1346)

Wildlife Ecology Club

The Wildlife Ecology Club, a student-run science organization, actively promotes interests in wildlife and ecology fields. This club explores the outside world through extracurricular experiences, extramural research, provides service to the campus and community and shares information.

Advisor

Peter Eyheralde

[641-673-1121](tel:641-673-1121)

Honor Societies | Recognition

Alpha Chi

Juniors and seniors in the top 10% of their classes are invited to membership in Alpha Chi. This National College Honor Scholarship Society promotes academic excellence and exemplary character among college and university students. Co-curricular activities include regular meetings, seminars, civic service, projects, and national and regional conferences where Penn students present papers.

Advisor

Michael Collins

[641-673-1393](tel:641-673-1393)

Alpha Lambda Delta

A new chapter of Alpha Lambda Delta was installed at William Penn University in 2004. Initiation into Alpha Lambda Delta is available to full-time first year students who achieve a scholastic average of 3.5 or better and who are in the top 20% of their class. In addition to encouraging superior academic achievement, the organization challenges its members to contribute to society and to engage in community service projects as well as campus service activities.

Advisor

Samantha Allen

[641-673-1080](tel:641-673-1080)

Alpha Psi Omega

Alpha Psi Omega is a national honor society that encourages dramatic production at every step in a student's college career. Since 1925, Alpha Psi Omega has enjoyed continuous national growth, and with over 600 chapters is the largest national honor society in America. Penn's chapter is called Kappa Psi. This society promotes the art of theatre through performances and participation in play productions, and encourages attendance at regional and national workshops. Members in this society share a love and desire for all aspects of the theatre and meet on a regular basis to share ideas on improving their craft.

Phi Alpha Theta

This national history society promotes the study of history through the exchange of learning and ideas. Members of junior and senior status share their mutual interest in history and historical research and discuss career opportunities at chapter and regional meetings.

Phi Beta Lambda

William Penn University is affiliated with Phi Beta Lambda, a national association of students preparing for careers in business or business-related fields. The association strives to prepare students for employment by encouraging scholarship, developing character and self-confidence, and promoting leadership skills among its members. Co-curricular activities include regular meetings, seminars, fundraising projects, civic service, economic education and business advocacy.

Communications | Media

Penn students can choose to work as a reporter, photographer, designer or business manager for the weekly student newspaper, *The Chronicle*. They may publish your fiction, poetry, non-fiction, photographs or drawings in William Penn's literary magazine, *Penn & Ink*, or read their own works live at "Creative Ink," a literary gathering of students and faculty. There are opportunities to host a radio show on Penn's station KIGC or work at an internship with a local company or non-profit organization. They can also jump start a career with an internship at the George Daily Auditorium, C.L. Barnhouse Music Publishing, or other creative agencies and organizations in the area.

Advisor for KIGC

Amanda DeVore

[641-673-3017](tel:641-673-3017)

Advisor to Communication Research
Institute (CRI)

Max Leonida

[641-673-2170](tel:641-673-2170)

Advisor for *Penn & Ink* and

Jared Pearce

[641-673-2107](tel:641-673-2107)

Creative Ink

Performing & Visual Arts

Art, music, theatre, and guest speakers are all part of the William Penn University Fine Arts series. The Fine Arts Department and the Cultural and Religious Events Committee, as well as other clubs and groups on campus often use McGrew Fine Arts Center for a variety of events. Additionally, all William Penn students can receive free admission to George Daily Auditorium's regular season shows.

Penn Jazz

This jazz group performs a mix of jazz, classical, and rock—our ensemble does it all. Flexible instrumentation consisting of brass, woodwinds, guitars, keyboard, percussion, and vocalists allows any combination of musicians to participate.

Advisor

Scott Cressley

[641-673-1063](tel:641-673-1063)

Visual Arts Program

Our Visual Arts Program offers the latest in graphic technology advances plus the opportunity to work in the classic art techniques of painting, drawing, design, ceramics, sculpture, and photography. Exhibits at the university's Foyer Art Gallery feature regional professional artists, students, and faculty work.

Advisor Anita Meinert [641-673-1063](tel:641-673-1063)

William Penn Singers

This group offers a more traditional approach to choral music, performing a wide variety of style periods, from madrigals to sacred to vocal jazz/rock.

Advisor Anita Meinert [641-673-1063](tel:641-673-1063)

Marching | Pep Band

These ensembles perform both on the field with a corps-style marching show concept, and in the stands with high-energy pep band music and percussion grooves. The groups perform at home football and basketball games, volleyball matches, parades and other various events. Winter Drumline and Winter Guard are additional extended programs to perform during basketball halftimes and regional competitions.

Advisor James DePrizio [641-673-1283](tel:641-673-1283)

Other Activities Athletic Events | Facilities

William Penn University participates in 27 NAIA intercollegiate sports including basketball, baseball, bowling, football, cross country, soccer, shotgun sports, track, wrestling, lacrosse, volleyball and golf for men; and volleyball, basketball, softball, bowling, soccer, cross country, lacrosse, track, wrestling, shotgun sports and golf for women. Female and male students may also participate in cheerleading or the competitive dance squad. Students are admitted free to all home events except conference tournaments. For information about event dates, check the university web pages. If you wish to get involved in a program, contact the athletic office.

Athletic facilities include basketball and courts, softball and baseball fields, practice fields and a fitness center. Statesmen Community Stadium is the location for football, soccer and lacrosse. Gold meets are held at locations in the community. Swimming classes are held at the YMCA.

Contact Athletic Office [641-673-1070](tel:641-673-1070)

Fitness Center

The Ron Randleman Fitness Center is used by athletic teams for strength and conditioning training. Coaching staff will schedule times for teams to use the facility. The PAC Fitness Center is available for use by all students.

Randleman Contact	Katrina Estes	641-673-1398
PAC Contact	Bailey Rimes	641-673-2176

Game Room

The Game Room is located on the lower level of Atkins Memorial Union, where you can enjoy a game of pool or Ping-Pong, or watch television. These activities are free of charge to students. Students are responsible for the cost of replacing any broken or damaged equipment.

Contact	Student Services	641-673-2123
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Residence Life Policies & Procedures

Welcome to residence life at William Penn University. There are a number of staff and students who work hard to maintain a welcoming environment throughout the year for all students in the residence halls and dining facility on campus. As you and your roommate share a unit or other living area with other students, you will find plenty of help from resident assistants, hall directors, and other staff members. They are eager to help you create a positive environment in which to pursue academic and personal success.

The following information is provided to put you in touch with the essentials of residence life at William Penn University. Being familiar with the material in this section, and the Student Handbook as a whole, in addition to attending meetings presented by your RA and getting involved in the various student organizations, will lead to a much more fulfilling experience within the residence halls for you and your fellow residents. Please also note that all policies and guidelines outlined in the Student Code of Conduct section of the handbook apply to both resident and non-resident students.

Residency Requirements

All full-time students are required to live in the residence halls unless at least one of the following criteria is met.

1. Live with spouse and/or children.
2. Commute from home of parent or legal guardian (65 miles maximum distance).
3. Service or military veteran.
4. Reach 21 years of age as of the first official day of classes for a particular term.
5. Have completed 58 or more semester hours of credit or have earned an AA degree.

Exemptions from the above requirements will require students to complete a Request for Residency Exemption, which is available in the Residence Life office. Requests will be reviewed by the housing committee. Violations of residency requirements will result in the assessment of full room and board fees.

Residence Halls

Residence halls on the William Penn University campus are designed to offer a variety of living arrangements for students.

Eltse Hall

Eltse Hall is a coeducational hall located on the east side of campus. It offers single and/or double bedroom units, laundry facilities, and a game room.

Lewis Hall

Lewis Hall is a female hall and was the first residence facility on campus. It is divided into units each containing bedrooms, a bathroom, and a common lounge area.

Market Street Hall (MSH)

MSH is a coeducational hall offering 78 living units in 2-bedroom or 4-bedroom suites with a community living area. MSH provides laundry facilities on each floor as well as a TV lounge and study room.

Twin Towers

Twin Towers are a coeducational facility. The towers are divided into eight suites, with living, kitchen, and laundry areas on the first floor and bedrooms and baths on the second and third floors.

Watson Hall

Watson is an all-male residence hall. Rooms on each floor open into a central corridor. Each floor contains bathroom facilities.

A Hall Director lives in and supervises each residence hall. These professional staff members work with the Directors of Residence Life and Resident Assistants (RAs) to oversee the day-to-day operations of their respective residence hall.

RAs work with the Hall Directors, as well as the Director and Assistant Director of Residence Life, to organize, direct, and implement student activities with the mission of maximizing community in the residence halls.

Each hall is organized into smaller living units. Each of these areas has an RA assigned to it. The RAs have been carefully selected and trained to help residents get the most out of their residential living experience. RAs are an important source of advice and counsel for students in terms of academic and personal matters.

Rosenberger Apartments are off-campus apartment living units designed for married and non-traditional students. Each one has a living area and kitchenette with refrigerator and apartment stove. There are one- and two-bedroom units available.

Housing Application Process

Students who apply for university housing must submit a \$100 housing deposit with a completed Residence Hall and Meal Plan Application. Students must be academically admitted prior to being assigned a room. If you have a specific roommate preference, both roommates should request each other and, if possible, submit their applications at the same time.

New applications are assigned based on the date of the receipt of the housing deposit and application form. Room and roommate assignments are made without regard to race, creed, religion, or nationality. No guarantee can be made for hall, room, or roommate requests.

Students are required to notify the Residence Life office prior to the start of the semester (as noted on the university academic calendar) of changes in their housing status. If notification is made after the first day of the semester, students will be charged for a half semester's use. If notification is made after census day (as noted on the university academic calendar), students will be charged for the whole semester.

Residence Life Guidelines

William Penn University places great care and emphasis on your living environment. In conjunction with your academic coursework and extracurricular activities, your residential living experience will contribute to your personal growth and educational development. Primary objectives for the William Penn University residential life program include:

Community On campus living helps foster a spirit that bears witness to the Quaker ideal of community. The

William Penn University community is comprised of unique persons, whose individual talents contribute to and sustain the growth and vitality of campus life. Within this learning environment, you will realize that the welfare of the community is contingent upon the contribution of its members.

Cooperation In an atmosphere of genuine concern and mutual respect, personal resources are tapped, and individual talents are recognized and appreciated. The interpersonal relationships that highlight the residential experience are the foundation upon which a productive university career (and life) rests.

Responsibility The policies and regulations that govern residential life exist to enhance academic and social development. The policies are built around respect and community responsibility and are balanced with allowing individual freedom to grow and experience new situations.

Appliances

The following UL-approved electrical appliances are authorized for use in residence hall rooms: bread maker, calculator, computer, clock, coffee maker, computer equipment, electric blanket, toothbrush, fan, hair dryer, hair setter, heating pad, hot pot, iron, microwave (1,000 watts or less), popcorn popper, radio, refrigerator (not exceeding 4.3 cubic feet), sewing machine, shaver, stereo equipment, study lamp, television, Blu-Ray/DVD player, and gaming systems.

Students are not allowed to use TV/cable dishes in the residence halls at any time. Other open element, nonUL approved devices, heating or cooking devices, sunlamps, toaster ovens, pizza cookers, and hot plates may not be used due to fire and sanitation hazards. Hall staff will remove prohibited appliances and disciplinary action may be imposed for violations. Extension cords are strictly prohibited in residence halls.

Bicycles

All bicycles must be kept outside of the building at the bike racks, in a resident's personal room, or in a residence hall storage room (if space is available). To avoid damage to carpet, floors, and walls, we ask that you carry your bike when in the residence halls.

Bomb Threat

(refer to the emergency response guide in the residence life office or security office for more information)

1. If a bomb threat is received on a resident's telephone, the resident should:
2. Note the exact time of the call.
3. As accurately as possible, write down all statements made by the caller.
4. Listen to the voice to determine gender, age, accent, or other distinguishing features of the voice.
5. Listen for background noises.
6. Immediately notify the police and William Penn security.

In the event that a bomb threat requires the evacuation of a residence hall, residents will be alerted through the fire alarm system. Residents are asked to follow procedures outlined for fire emergencies/fire drills.

A bomb threat, even one made as a prank, is a violation of federal, state, local, and university policy, and is punishable by a \$250,000 fine and up to five years in prison.

Can | Bottle Collections

Can or bottle collections are prohibited, except for the purpose of recycling in an approved container. Alcohol containers may not be part of the recycling as any alcohol containers found in a room, unit, wing, or hallway will result in the assessment of a fine.

Candles & Open Flames

Open flames, including such items as candles, incense burners, laboratory burners, torches, etc., cannot be used in ANY area of a residence hall. Such items are not allowed in the halls, even for decorative purposes. Violations will result in a \$50 fine.

Common Area Damage

Damage that occurs and excessive trash left in the common areas of the residence halls will be charged to the person(s) responsible. Residents are accountable for any damage caused by their guests. If it cannot be established who is responsible, the cost will be assessed to each resident with access to the area, unit, floor, etc., on a prorated basis. Students are encouraged to work with the residence life staff to report vandalism and damages.

Cooking

Some residence halls are equipped with a kitchen area. Residents are encouraged to use this facility for the preparation of meals or snacks. In the interest of fire safety and pest control, the preparation of meals is limited to the kitchen area. Though you may prepare snacks in your room, you are not allowed to prepare meals or to store non-packaged food.

Dartboards

Dartboards are not permitted in any area of the residence halls. There are dartboards available in the Game Room, which is located on the lower level of Dana M. Atkins Memorial Union.

Emergencies

If there is an immediate emergency, call 9-911 from any on-campus phone. Residence hall and/or security staff/RAs should be notified as well. The RAs are well trained in emergency situations.

Emotional Support Animal Policy

An Emotional Support Animal/Assistance Animal is one that is necessary to afford the person with a disability an equal opportunity to enjoy student housing. Assistance animals are not considered service animals under ADA, because they have not been trained to perform a disability-related work or task. An assistance animal may provide emotional support, calming, stability, and other kinds of assistance. Assistance animals are not allowed anywhere except in a student's room.

William Penn University, as stated in the Room and Board Agreement is, other than fish, animal-free. Operating within the parameters created by the Fair Housing Act, exceptions to the animal policy are permissible. If a student is planning to bring an assistance animal to Student Housing, please contact the Residence Life Office. All requests must be made 30 days prior to bringing the animal to campus. In order to consider your request, William Penn University policy requires that a qualified mental health professional provides current and comprehensive verification of the disability.

To be considered current, the professional diagnosis and recommendation must be within one year. The verification must state the animal is necessary

to allow the person with a disability an equal opportunity to use and enjoy a dwelling, and there is an identifiable relationship between the disability and the assistance the animal provides.

Escort Policy

Residents are responsible for their guests at all times when in the residence hall, including hallways, stairwells, and public lounges.

Extension Cords

Extension cords may not be used in any residence hall room. UL-approved power/electrical strips are allowed.

Food Service

The university strives to make the dining hall and PAC Café a pleasant place in which to enjoy meals and interact with fellow students. It is expected that respect will be shown to the staff and that staff will show respect toward the students.

The Student Government Association (SGA) coordinates a Food Service Committee, which meets regularly to review the food service program. If you are interested in serving on this committee, please contact your SGA representative or residence life director.

If a student is unable to use the dining facilities due to work schedule, class schedule, or university-sponsored activities, a "to go" meal can be arranged at no additional cost. You must present a work and class schedule with ID card to food service management. The Food Service Director will need at least one week's notice for this service. In case of illness, a sick tray can also be arranged. Written requests by the dorm supervisor may be given to food service management for the sick tray. ID card is required at pick up time.

If a student has particular dietary needs, the Food Service Director will work with you to meet any requirements of physician-planned meals.

Standards for the Dining Hall

In accordance with state law, the following minimum standard of dress is required in the dining facilities:

1. Shoes and shirts must be worn at all times.
2. Sleepwear, slippers, and swimsuits are not acceptable. In addition:
3. No one may be in the dining hall without first having had his/her ID card swiped or having paid for the meal.
4. ID cards are to be used by the owner and may not be used by anyone else. Violators' cards will be cancelled without a refund.
5. ID cards must be presented to the checker at each meal.
6. All guests must pay for their meals. (Cannot use other ID cards.)
7. Food selected by meal plan resident is to be eaten by the resident and not shared with a nondorm resident.
8. No food, except for ice cream in a cone, may be taken from the dining hall. A beverage may only be removed in a paper cup.
9. The removal of glasses, dishes, or silverware is a violation of dining hall policy.
10. Residents and their guests are expected to display appropriate behavior in the dining hall. Disruptive, destructive, excessively noisy, or injurious behavior will lead to disciplinary action up to permanent expulsion, without refund, from the dining hall.
11. All book bags and empty containers are to be left outside by the checker desk. Food Service is not responsible for stolen items.

Meal Plans

All residential students are required to contract for a meal plan. William Penn University offers three board plans:

- Unlimited Meal Plan: required of all Freshmen.
- 200 Block Plan with \$100 in Penn Bucks to use in the cafeteria or PAC Café.
- 110 Block Plan with \$200 in Penn Bucks to use in the cafeteria or PAC Café.

Grills

Gas, charcoal, and electric grills are prohibited in the residence halls.

Guest | Visitor Policy

1. Anyone hosting guests overnight must have their guests registered in the Residence Life office and/or Campus Safety.

2. A guest is a non-paying, off-campus visitor staying on campus at the invitation of a resident. A guest may stay in a residence hall for no more than five nights a semester. The Residence Life Office may terminate this privilege at any time.
3. Students must work out guest arrangements with their roommates.
4. Campus Safety and Hall Directors must be notified of all overnight guests by the host student. A registration form and parking pass must be obtained from the Residence Life Office
5. No one under the age of 18 is permitted in the residence halls unless he/she is a member of a student's immediate family, such as a brother or sister, or a registered recruitment guest.
6. Residents are responsible for the behavior and actions of guests at all times.
7. Individuals who have been removed from, or have restricted access to, the residence halls are not allowed overnight privileges, and in some cases, may not be allowed in the residence halls at any time.
8. All guests must use gender-appropriate bathroom facilities. Public restrooms are provided in each residence hall.
9. A visitor is anyone occupying your room during visitor hours. Your visitor must sign in with the RA on duty if they have not been designated as a visiting guest. Visitor hours are Sunday through Thursday 10 am–Midnight, Friday and Saturday 10 am–2 am. Violations of the Guest/Visitor Policy can result in a maximum \$100 fine.

Hall Meetings

Regular mandatory hall or floor/unit meetings provide residents with opportunities to talk over hall matters and make group plans for programming. Residents are held accountable for information discussed at these meetings. Failure to attend mandatory hall meetings will result in a \$50 fine.

Housekeeping

The housekeeping staff works through Campus Support Services to make the common areas of each residence hall clean and comfortable. Students, however, are responsible for cleaning unnecessary or excessive messes, as well as their own rooms. Vacuum cleaners can be checked out by contacting your RA. Individual students may be assigned cleaning schedules. Any student who does not fulfill their cleaning responsibilities will be assessed a fine.

Hoverboards

Due to safety findings and concerns associated with hoverboards (including falls and recharging fires), William Penn University will not allow these devices to be used in our campus buildings and residence halls. Storage of these devices and batteries disconnected or removed is recommended. A violation of this policy will result in a \$100 fine and confiscation of the device. Liability for any fire or injury involving one of these devices will be assigned to the owner of the device.

Insurance

William Penn University does not carry insurance on personal property belonging to students or university employees. Students are asked to carry insurance on their belongings for their own protection. Students are also advised to lock their doors at all times.

Keys

Keys, including I.D.s, to rooms and unit, wing, mailbox, and/or front doors are the responsibility of the assigned resident. Keys may not be given to guests and may not be duplicated. Violation of this policy may result in termination of housing. Lost keys should be reported to maintenance via the student portal. New keys will be available in the Residence Life Office the follow morning at 9:30 AM. Students will be charged \$50 for each door core that must be replaced to secure the unit and/or room (for example: if you live in a multi room unit with a common area a door core must be replaced on the main door and for each of the individual rooms within the unit. The person who misplaced their key would be responsible for the expense of all of the replacements.) Replacement of a mail key is \$10 and a replacement ID is \$50.

PLEASE REMEMBER

1. Lock your doors whenever you leave and when you are asleep.
2. Do not loan your keys to anyone. If you loan your keys, you and the person to whom you loan your keys will be fined \$75 due to safety concerns.
3. Report lost keys immediately.
4. Do not mark your key with your room number.
5. Never leave your keys unattended.
6. If you find a lost key, return it to the RA on duty or to the Residence Life office or Campus Safety.
7. Lost mail key fine is \$10.

O Any resident caught propping an exit or hallway doors in any dorm will be fined \$100 due to safety concerns.

Laundry Facilities

Coin operated washers and dryers are provided in each residence hall for residents' personal laundry. If problems occur, send an email to Campus Support Services or call 641-673-1074. For urgent issues, call Campus Safety at [641-673-1170](tel:641-673-1170).

Lockouts

Students are responsible for carrying their room keys at all times. In the event that a resident is locked out of his/her room, the student will need to find a residence life staff member to unlock the door or contact Campus Safety at [641-673-1170](tel:641-673-1170).

A \$5 charge will be assessed to the student's account for each lockout.

Loft Regulations

- 1. All lofts must be freestanding. Radiators, window ledges, and university furniture (with the exception of bedsprings) may not be used in the construction of the loft. No items may be driven (nailed, screwed, etc.) into the walls, ceiling, floor, woodwork, or other furniture.
- 2. All lofts must be at least 16 inches away from radiators and windows.
- 3. All lofts must be secured by bolts.
- 4. Lofts are built at the student’s risk. William Penn University is not responsible in case of accidents.
- 5. No loft construction may take place in unit areas, hallways, or lounges. All work must be completed inside the room or outside of the building.
- 6. Lofts must be disassembled prior to the weekend before finals.
- 7. The top height of the loft must be at least 25 inches from the ceiling.
- 8. Electrical wiring may not be attached to the loft.
- 9. Flammable materials may not be used in the construction of the loft.

Lost & Found

Items that are found will be turned in at the locations listed below.

Process: At such time an item arrives to a location a member from that office will contact Security. Security will come and claim the item while documenting the movement of the item.

Lost & Found Locations

Building	Office
Penn Hall	Business Office
All Dorms & Union	Residence Life Office
PAC	Equipment Issue Office
Gymnasium Upper Gym Randleman Fitness Center	Athletic Compliance Office
Library	Front Desk
MTC	Call Campus Safety

Lounges

Three of the residence halls have a lounge with a television and seating area. The lounges are available 24 hours a day. Furniture may not be moved in or out of the lounges. Visitation hours do apply to the lounges and all opposite sex guests must be out of the lounges at 12:00 am Sunday through Thursday, and at 2:00 am Friday and Saturday.

Missing Student Policy

Federal law requires colleges and universities to establish a missing student policy and related procedures for students who reside in on campus housing.

Students, employees or other individuals should file a report if they believe a student is missing. This can be reported to any of the following individuals:

Dean of Students / [641-673-1084](tel:641-673-1084)
Director of Residence Life

Assistant Director of
Residence Life [641-673-2123](tel:641-673-2123)

Director of Campus Safety [641-673-1170](tel:641-673-1170)

Campus Safety Officer [641-673-1170](tel:641-673-1170)

Any missing student report must be referred immediately to William Penn University's Campus Safety Office.
Missing Student Confidential Contact

Each student has the option to identify a contact person or persons to be contacted by William Penn University within 24 hours of the determination that a student is missing, if the student has been determined missing by the Campus Safety Office or local law enforcement.

Each student may register the identity of this individual, known as the Missing Student Confidential Contact, on their residence hall application or by contacting the Residence Life Office. This confidential information will be held in the Residence Life Office and may be updated at any time. This information will be accessible only to authorized campus officials and it will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

If a student is under 18 years of age and not emancipated, William Penn University is required by federal law to notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. William Penn University will notify local law enforcement within 24 hours of the determination that the student is missing, unless local law enforcement was the entity that made the determination that the student is missing.

Procedure If You Believe a Student Is Missing

1. Immediately notify a Residence Life staff member or a Campus Safety Officer. A report will be filed with Campus Safety and an investigation initiated.
2. After investigating, Campus Safety will make a determination as to whether or not the student is missing and has been missing for more than 24 hours. The method of investigation may include one or more of the following approaches:
3. Call the phone number the student provided during student verification
4. Go to the student's residence hall room
5. Speak with RAs, Hall Directors, or other students to determine when student was last seen.
6. Send the student an email.

7. Check the student's social media sites, including Facebook or Twitter for recent activity.
8. If the student registered a car with the University, look for that car on campus grounds.
9. The Information Services Department may be asked to obtain logs to determine the last log-in or access of the network.
10. Campus Safety may review security camera footage.
11. Residence Life may access the log to determine the last time the student's ID card was used to enter their residence hall or eat in the cafeteria.
12. If the student is determined to be missing, the student's confidential contact (if the student has provided a confidential contact) will be contacted within 24 hours of that determination.
13. If the missing student is under 18 years of age and not emancipated, William Penn University officials will notify a custodial parent or guardian and any other designated contact person within 24 hours that the student is determined missing.
14. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, Oskaloosa Police Department will be notified within 24 hours that the student has been determined missing.

Motorized Vehicles

Motorbikes, motorcycles, and any other devices using combustible fuels are not allowed in the campus buildings.

Noise Policy

The following are quiet hour times in the residence halls.

Sunday – Thursday	10:00pm – 10:00am
Friday – Saturday	Midnight – 10:00am
Final Exam Period	24 hours

“Quiet hours” implies that any noise in a room cannot be heard in another room, in the hallway, or outside. In addition to the stated quiet hours, courtesy hours are in effect 24 hours a day. Daytime courtesy implies that voice and music are kept at a reasonable level to be determined by the Resident Assistant and Hall Directors. It is expected that if a resident has concerns about noise that he/she will take the first initiative to address the situation. The residence life staff is also available to provide assistance.

Disciplinary fines of \$100 may be assessed for violations of the noise policy.

Painting of Rooms

Students are not allowed to paint their residences.

Pets

The only pets that are allowed in the residence halls are fish with one tank per room, 10 gallons or less. Service animals are permitted on campus but may not reside in housing without prior notification and registration with Residence Life staff. Emotional support animals may be permitted on campus on a case-by-case basis. Before bringing a support animal onto campus grounds, the requesting individual must submit a request and appropriate supporting documentation. Requests for a support animal will be evaluated by the appropriate office. A minimum fine of \$100 will be assessed for the occupation of a room by any unauthorized pet(s).

For information about emotional support animals, please refer for the Emotional Support Animal policy in this handbook.

Posters | Decorations

Displays that include nudity and/or other offensive materials or alcohol/drug decorations and advertisements are prohibited in public areas including residence hall windows, hallways, units, and lounges. No holes may be made in the walls in order to hang decorations.

Propped Doors

Any resident caught propping exterior doors in any dorm will be fined \$100 due to safety concerns. This includes hallway or exit doors.

Recreational Activities

Students are encouraged to have fun, but the inside of a residence hall is not the place for active sports and similar activities. This includes things like riding skateboards, roller blades, or bicycles, and throwing Frisbees or other projectiles. Also, sports such as golf, lacrosse, baseball, football, soccer, racquetball, and tennis are not allowed within the residence halls.

Repair Requests

Something broken in your room? Need a maintenance repair or have a custodial concern? You have two options:

- Call [641-673-1074](tel:641-673-1074)
- Complete a Facilities Service Request available on the WPU Student Portal

For after-hours emergencies, contact the After-Hours Emergency Line at [641-660-0113](tel:641-660-0113). Some examples are, but not limited to:

- Water leaks

- Flooding
- Broken window
- Broken door
- Door not latching or locking
- Heating not working

Right to Privacy

Each student has a right to privacy within the residence halls, particularly within his/her own room or when using bathroom facilities. Under certain circumstances, this right to privacy is waived.

William Penn University, in order to maintain its property and an environment that facilitates scholarship of residents, reserves the right to have authorized personnel enter and inspect rooms, as it deems necessary. The university reserves the right to have authorized personnel enter into a residence hall room under reasonable and restrained conditions for such purposes as to provide maintenance; to ensure the personal health, safety, and security of residents; or to enforce the policies, when there is reasonable cause to believe that they are being violated or for any other vital institutional interest.

Roofs | Overhangs

Due to the danger of possible injury to students and damage to roofs, students are not allowed on the roof of any campus building. There is a \$100 fine for being on a roof or overhang.

Room Assignments

William Penn University reserves the right to make assignments of space, to authorize or deny room and roommate changes, and to require a student to move from one space to another in an attempt to achieve a more effective or efficient residence hall program. If you are the sole occupant of a 2person room, you will be asked to consolidate or move in with another person who is also without a roommate.

In some situations, space may be available to allow private rooms. However, private rooms can never be guaranteed due to the inability to foresee space needs. If private room space does become available, it is granted on a seniority basis and with the agreement that the student will pay an extra \$400 per semester for the room.

Room & Board Cancellation

Once you sign your housing contract and/or receive your dorm key you will be required to pay 50% of the total room and board costs if you leave campus prior to Census Day and remain enrolled in classes. Remaining enrolled and moving off campus after Census Day will result in being charged 100% of room and board costs.

If you are dismissed from the university, withdraw from classes voluntarily, or are administratively withdrawn from classes at any point during a given semester, your room and board fees will be prorated in accordance with the tuition refund schedule as stated in the Course Catalog.

When a room and board reservation has been made and a housing contract signed for an upcoming year, cancellations may be made before the deadline without penalty. Cancellations for room and board made after May 1 for the fall, or December 1 for the spring, will result in forfeiture of your \$100 housing deposit.

You may be released from your housing contract at the end of a semester as long as you meet the criteria for being exempt from the housing requirement. Your housing deposit will be refunded in total only after room inspection and damage assessment has been forwarded to the Business Office. Any charges assessed by room inspection will be withdrawn from the housing deposit and the remainder of the deposit will be returned to the student. Should damages exceed the deposit the student will be billed. Additionally, housing deposits will not be refunded to students with an unpaid account balance or fines incurred from policy violations exceeding \$100.

Room | Unit | Floor | Dorm Care & Damage Charges

Residents are responsible for the cleanliness of their rooms and are expected to cooperate in the maintenance of common areas. Damage to residence hall property will be charged to the person(s) responsible for the damage. Furnishings and equipment that are present in a residence hall room at the beginning of a semester are expected to remain in the room throughout the semester. Students will be charged for any equipment or furniture that is missing or damaged at final checkout.

Residents are encouraged to maintain the physical condition of their rooms to avoid damage assessment charges. Residents will need to provide their own cleaning supplies and equipment for their rooms. Each residence hall will have a vacuum available for checkout, in addition to brooms, dustpans, and mops.

If damage is noticed in a room/unit/floor or dorm, it should be reported to the hall director immediately. A \$10 minimum fine will be assessed for damages to your room/unit/floor or dorm that no one takes responsibility for to each student living in that unit or dorm. Property abandoned in the room/units after checkout will be disposed.

Room Change

Room changes prior to census day will be billed at 100% of the room the student moves to. Room changes after census day will be prorated (both refund and billing) according to the schedule below. Residence Life reserves the right to ask you to stay in your assigned room for the first week of school to avoid confusion.

Following the second week, the Residence Life Director will implement room consolidation for those living in a double room with no roommate. You will be charged for a single room if you choose not to consolidate.

Requests for room changes may be made on the form found at www.wmpenn.edu/roomchangerequest. No room change may be made without a Residence Life Director's approval. A room change request does NOT guarantee a change will be granted.

Single Room Policy: If a student requests a single room, one will be granted based on seniority and availability. Should a student be placed in a double room and the roommate moves out of that room prior to Census Day, the remaining student will be given another roommate or pay the single room rate.

If a student is found residing in a room not assigned by the Residence Life Director that student, along with any roommate(s), will be fined a minimum of \$200 and the student must have all personal items removed the day residency was discovered. The Housing and Meal Plan Refund Schedule is available in the Academic Catalog.

Room Check In & Check Out

All room and mail keys must be returned in a return key deposit box. All keys must be taken off of any key ring and returned in an envelope with the student name, ID, room # and Mailbox # to avoid an \$85 improper check out. Students must also remove all personal items and trash from rooms when checking out. Additional charges will be assessed for removal of items from rooms after check out. Important dates for check in and check out are as follows for the 2023 – 2024 school year:

Move in	Friday, August 23 rd , 2024 & Saturday, August 24 th , 2024	
Christmas Break Last day to be in dorms	Friday, December 13 th , 2024	5:00pm
Spring return move in	Saturday, January 11th, 2025	8:00am
End of Year Last day to be in dorms	5:00pm Unless you're a graduate	
Friday, May 9 th , 2025		
● Arriving before or leaving after these dates requires communication with Residence Life and will require a \$100 per day fee.		

Room Construction & Decorating

While residents are encouraged to decorate their rooms to their individual tastes, the structure of the room itself may not be altered. Any decorating must comply with maintenance standards, and residents may not use tape, nails, screws, or tacks. Sticky-tack may be used on all surfaces except brick, but it is the resident's responsibility to remove it completely upon checkout.

Room Use Limitations

The room to which you have been assigned is for you and your roommate(s). The room may not be sublet.

Roommate “Bill of Rights”

Living with a roommate can take some adjustment, just as university life in general takes some adjustment. Communication is the key to a successful roommate experience. If conflicts cannot be resolved between roommates, residents should contact an RA to assist with the process. The rights of each resident in a room take priority over the rights of a guest.

Safety | Security

The university employs Campus Safety personnel. Local law enforcement, upon request, provides quick response to security needs. Crimes or emergencies can be reported by contacting these phone numbers 24 hours:

Contact	On Campus	Ext. 1170
Contact	Off Campus	641-673-1170 641-670-3431

Screens | Windows

Window screens must remain securely in place at all times. Failure to leave screens in windows or damage to screens will result in a minimum \$25 fine.

Severe Weather

If weather conditions indicate possible danger from a severe thunderstorm or tornado, the campus Emergency Notification System will be utilized and the warning sirens in Oskaloosa will sound. If this occurs during the night, residence hall and security staff will take steps to notify on-campus students and personnel.

A severe thunderstorm or tornado watch indicates that such storms are possible in the Oskaloosa area. When you become aware that a watch has been issued, tune to a local radio (KBOE 104.9 FM) or TV station in order to keep up-to-date regarding changing weather conditions. A severe thunderstorm or tornado warning is issued when weather conditions warrant action. **TAKE SHELTER IN DESIGNATED AREAS.**

The ground floor of the Union is considered the safest place to be during such storms. If there is not enough time to evacuate to the Union, the list below provides safe areas in other buildings on campus:

Building	Relocate to
Barclay House	Gymnasium if possible
Ceramics Lab / Pottery Building	McGrew or Indian Hills Center
Eltse Hall	First floor bathrooms / Bathrooms in general
Gymnasium	Locker rooms
Indian Hills Center	Interior bathrooms
Lewis Hall	First floor kitchen / Basement area of Unit C
Market Street Hall	Ground floor center hall by the elevator / First floor bathrooms
McGrew Fine Arts Center	Ware Recital Hall
Musco Technology Center	CRI Office area

PAC	Men's & Women's general use locker rooms / training room
Penn Hall	Ground floor hallway
Rosenberger Apartments	Bathroom or closet, away from windows / Preferably first floor laundry room
Spencer Chapel	Basement hallway
Twin Towers	First floor hallway & laundry rooms
Union	Ground floor near restrooms
Watson Hall	First floor north hallway / Laundry room / Stairwell to boiler room
Wilcox Library	Basement bathrooms & electronic classroom

Occasionally, winter weather conditions (heavy snow or ice) may be deemed too severe to allow for safe travel, necessitating the delay or cancellation of classes. Offices may also be delayed in opening or closed for the day. Winter weather cancellations will be announced by email to all campus personnel. An information line will also be activated and can be accessed at campus extension #1185, and area media will be notified of any change to schedules. Campus Emergency Notification System alerts will also be activated.

Smoking | Tobacco Use

In accordance with the Iowa Smoke free Air Act, smoking/vaping is strictly prohibited throughout campus, including all buildings and grounds. Smoking inside vehicles (including personal vehicles) on university property is also prohibited. Other tobacco use is prohibited on campus except inside individual rooms within residence halls. The use of E-cigarettes and other forms is prohibited. A \$50 fine will be enforced.

Solicitation | Campaigning

Solicitation is not permitted within the residence halls. This applies to outside groups as well as those affiliated with William Penn University.

Storage

William Penn University does not store student's possessions. Once a student has checked out of their room they are agreeing that all possessions have been removed and the University will not be held responsible for anything left in the room. If a student is academically dismissed, or withdrawn from the university or residence hall for any reason, a Check Out must be scheduled with an RA and all possessions must be removed within 48 hours.

Summer Room Rent

Room rental in the residence halls for the summer is available to students taking at least 1 summer course or if the student is locally employed. Students must notify Residence Life of intent to live in the residence hall in the summer by completing a summer housing application found at www.wmpenn.edu/summerhousing. Students are expected to pay for each month's rent on the first working day of that month in the Business Office. Anyone who has not paid the rent in full by the third working day will be removed from the dorms.

Trash

Each student is responsible for removing his/her own trash from the residence hall to the dumpster outside each residence hall building. Students or entire halls may be fined for excessive trash up to \$100 if they fail to remove trash from rooms, hallways or shared bathrooms to dumpsters.

Vacation Periods

You may occupy your room from the beginning of the semester until the end of your last final for that semester, but the halls are CLOSED during Christmas Break. Cafeteria dining service is limited during major holidays. Hours will be posted. Students must be checked out no more than 24 hours after their last final exam each semester.

Vacuum Cleaners

Vacuum cleaners may be checked out at the front desk area of each residence hall during posted desk hours. Residents are required to leave their student IDs with the RA on duty. Vacuum cleaners must be returned within 30 minutes of being checked out and may not be removed from the residence hall.

Withdrawal from University

Students that are voluntarily or administratively withdrawn from the University must be checked out of their residence hall room no later than 48 hours after the withdrawal is processed. The University has the authority to make the removal immediate if the situation warrants.

List of Fines

Incident	Fine
Alcohol	\$50 + \$1 for every ounce whether empty or full
Appliances/extension cords (prohibited)	Confiscate
Candle/Open flame	\$50
Check In/Check Out (Early or Late)	\$100 per day
Check Out, Improper (Keys not returned in key return drop box)	\$85
Cleaning, Failure to clean (common areas of dorm including bathrooms, hallways, lounges, entry ways, common areas of suites, and removal of trash)	\$100 if failure to clean after warning
Doors, Propping (exterior)	\$100
Drug Paraphernalia	\$50 each item
Drug Possession/Use	\$500 / Judicial Board
Failure to evacuate during a fire drill	\$125
ID, Replacement	\$50
Key Replacement (Mail)	\$10
Key Replacement (Room)	\$50 per core that needs to be replaced
Lock Out	\$5
Noise Violation	\$25 first, \$50 second, \$100 each subsequent
Roof or Overhang	\$100
Room/Unit/Floor/Furniture Damage	Refer to Room Inspection Form
Safety Equipment, tampering	\$500
Smoke Detectors, tampering	\$500
Smoking/vaping on premises	\$50
Visitor Violation	\$25 first, \$50 second, \$100 each subsequent
Non -attendance at mandatory hall meetings	\$50
ESA Violation	\$100
Unauthorized Animal	\$100

Academic Policies

Academic Warning, Probation, & Dismissal

A student makes **satisfactory progress** toward graduation as long as the cumulative grade point average does not fall below the following minimums:

	Credit Hours	CUM GPA
Freshman	0 – 27	1.7
Sophomore	28 – 57	1.9
Junior	58 – 87	2.0
Senior	88 – 124+	2.0
Graduate		3.0

Academic Warning

Students whose cumulative GPA for any given semester does not meet the requirements established above will be placed on Academic Warning for the following semester. The student will need to meet with his or her advisor to develop an acceptable plan to achieve the required GPA.

Academic Probation

If a student's cumulative GPA does not meet the specified requirements, the student will be placed on Academic Probation for the following semester. During the probation semester, the student will be limited to a maximum of 14 credit hours of new course work, or a maximum of 16 credit hours if one or more courses are repeated.

Additionally, the student may (depending on grade level) be required to meet one-on-one with an Academic Coach until they achieve the minimum GPA requirements. Students on academic probation also may be prevented from participating in some or all extra-curricular activities. Graduate students who drop below a 3.00 GPA will be placed on academic probation.

Academic Dismissal

Failure to achieve the specified grade point average after three semesters will result in Academic Dismissal. The student will be notified of that dismissal 1) by WPU email and 2) by registered mail.

Students who earn a semester GPA of 0.0 in any given semester also will be academically dismissed.

Graduate students receiving two grades less than a C- will be academically dismissed.

If a student is academically dismissed, or withdrawn from the University or residence hall for any reason, a Check Out must be scheduled with an RA and all possessions must be removed within 48 hours. William Penn University does not store students' possessions. Once a student has checked out of their room, they are agreeing that all possessions have been removed and the University will not be held responsible for anything left in the room.

Right to Appeal

A student who has been academically dismissed may appeal to the Dean and Academic Council. To appeal, students should follow carefully the instructions and guidance provided in the dismissal letter, including the deadlines for appealing. The Dean and Academic Council will give careful consideration to students who can

1. cite and document extenuating circumstances,
2. include a letter of support from his or her advisor or a supportive faculty member, and
3. provide a detailed and concrete plan for academic success.

Student Success Center

The Student Success Center's mission is to promote independent learning within a secure environment, meeting the diverse needs of the William Penn community. Services available include CLEP testing, peer tutoring, and 1:1 private tutoring with SSC staff on a drop-in or scheduled basis. SSC provides a welcoming learning environment for all students. A schedule of peer tutors and operating hours is announced at the beginning of each semester.

Advising System

Students are assigned a faculty advisor for individual guidance when they first enroll. Students may change advisors at any time by contacting the Office of the Registrar. The major emphasis of the advisory system concerns the academic program of students, but the advisor also serves as a role model and mentor. While the advisor is expected to help the student in scheduling courses, academic planning and success are ultimately the responsibility of the student.

Athletic & Extracurricular Eligibility

William Penn University is affiliated with the National Association of Intercollegiate Athletics (NAIA) and adheres to its policies regarding eligibility to participate in intercollegiate athletics. The University and the conferences with which William Penn is voluntarily affiliated may establish additional eligibility requirements. Contact the Director of Compliance for additional information at athcompliance@wmpenn.edu.

Students on Academic Probation at William Penn University may be ineligible to practice or compete in intercollegiate athletics and may not be allowed to represent the University in any extracurricular activities.

The Judicial Board of William Penn reserves the right to issue sanctions for violating campus policies. Students who violate campus policy may not be allowed to participate in athletics and extracurricular activities.

Attendance Policy

Student engagement and active participation in the learning process is critical to quality instruction. Students are expected to be in class on time every time, without exception.

However, regardless of the reason for missing class, the real issue is not just being excused, but being personally responsible for the learning that was missed. Faculty will facilitate the learning process to the best of their ability and time, but students are expected to take primary responsibility for making up missed assignments in a timely manner.

Any student who fails to attend a specific class during the first week of a semester may lose his or her seat in the class.

Online Attendance

Students are expected to participate actively and academically. To be marked 'present' in an online course, students must submit an assignment that is tied to points in the course.

Schedule Changes

Students may obtain Change of Registration forms online through student portal. The completed form is returned to the Registrar's Office. The following procedures apply in making changes in registration:

1. Students may add courses for the fall or spring semesters until the completion of the seventh day of classes of that semester with the instructors' permission. After the seventh day a student must obtain permission of the respective Dean and the course instructor.
2. Students may drop courses until the completion of the seventh day of classes of the fall or spring semesters and the course will be deleted from the student's record.
3. Students may withdraw from courses until the end of the ninth week of the semester. If a student withdraws from a course after the seventh day of classes and prior to the end of the ninth week, a grade of "W" will be recorded and will not affect the student's grade point average. After the ninth week of the semester, a course cannot be removed from the student's record. All withdrawals require signatures.
4. The last date to change a course from Credit/No Credit to a letter grade is the end of the ninth week of that semester.
5. All changes of registration for students participating in athletics require the Athletic Compliance Officer's signature.

Assessment of Student Academic Achievement

The Board of Trustees and constituencies of William Penn University are committed to continuous improvement of student academic achievement. To further this goal, academic departments will conduct regular activities to assess the knowledge, attitudes, and/or abilities students are acquiring while attending classes at William Penn University.

Results of assessment activities will be used to plan and budget for continual improvement of college operations.

Purposes of assessing student academic achievement

1. To provide information to students and faculty about individual progress;
2. To inform faculty and other professionals so they may develop appropriate learning programs and curriculum;
3. To provide information to people who make decisions about the allocation of resources for curriculum, pedagogy, college organization, and other educational goals;
4. To provide information to the public regarding the institution's performance;

Who will be assessed

1. All Students
2. Students in developmental courses (English and Math).
3. Students completing an Associate's Degree and/or complete a designated number of credit hours during their first two years of college.
4. Students in academic degree programs as determined by their academic department.

What will be assessed

1. All students will be assessed in basic skills subjects and the college core, including but not limited to Reading, Writing, Mathematics, and Quaker Values.
2. In addition to college-wide assessment in core subjects, students' learning will also be assessed in their majors and in specific courses as determined by the respective academic departments.

University Policies

Cellular Phone Use

William Penn University is committed to providing an environment conducive to learning. If cellular phones must be used while at William Penn, users should be respectful of others by following the guidelines outlined below. If cellular phone use is necessary while on campus:

- Turn cellular phone ringer off or set to 'silent' during class sessions or meetings and in designated quiet areas of the library; texting is prohibited during class.
- Short, quiet cellular phone conversations may take place in corridors, away from doorways. Please move extended conversations outside of the building.
- If you expect an emergency call during a class, notify the instructor before class begins. Instructors may use their own discretion on whether to allow students to accept such calls. When receiving such a call, move immediately to a hallway with as little disruption as possible.
- Be courteous to others by keeping your voice at a low volume and not taking pictures of others without their permission.
- Instructors may specify policies for individual courses in their syllabi. This may include, but is not limited to, bans on cell phones with picture taking and text messaging capabilities during examinations.

Computer Use Policy

William Penn University provides access to computing resources for all of its students, faculty and staff. Access to William Penn's computing resources may also be granted to other parties that have business or other official relationships with the university at the institution's discretion.

All individuals who use computing resources at William Penn University are expected to follow the specifics and the spirit of these guidelines. Questions pertaining to acceptable use not explicitly addressed below should be referred to the Director of Information Services.

Acceptable Use Policy

1. Overview

William Penn University's intentions for publishing an Acceptable Use Policy are not to impose restrictions that are contrary to William Penn University's established culture of openness, trust, and integrity. William Penn University is committed to protecting William Penn University's employees, students, partners, and the company from illegal or damaging actions by individuals, either knowingly or unknowingly.

Internet/Intranet/Extranet-related systems, including but not limited to computer equipment, software, operating systems, storage media, network accounts providing electronic mail, WWW browsing, and FTP, are the property of William Penn University. These systems are to be used for business purposes in serving the interests of the company, and of our clients and customers in the course of normal operations.

Effective security is a team effort involving the participation and support of every William Penn University employee and affiliate who deals with information and/or information systems. It is the responsibility of every computer user to know these guidelines and to conduct their activities accordingly.

2. Purpose

The purpose of this policy is to outline the acceptable use of computer equipment at William Penn University. These rules are in place to protect the employees, students, and William Penn University. Inappropriate use exposes William Penn University to risks including virus attacks, compromise of network systems and services, and legal issues.

This policy applies to the use of information, electronic and computing devices, and network resources to conduct William Penn University business or interact with internal networks and business systems, whether owned or leased by William Penn University, the employee, or a third party. All employees, students, contractors, consultants, temporary, and other workers at William Penn University and its subsidiaries are responsible for exercising good judgment regarding appropriate use of information, electronic devices, and network resources in accordance with William Penn University policies and standards, and local laws and regulation. Exceptions to this policy are documented in section 5.2 This policy applies to employees, students, contractors, consultants, temporaries, and other workers at William Penn University, including all personnel affiliated with third parties. This policy applies to all equipment that is owned or leased by William Penn University.

3. Scope

This policy applies to the use of information, electronic and computing devices, and network resources to conduct William Penn University business or interact with internal networks and business systems, whether owned or leased by William Penn University, the employee, or a third party. All employees, students, contractors, consultants, temporary, and other workers at William Penn University and its subsidiaries are responsible for exercising good judgment regarding appropriate use of information, electronic devices, and network resources in accordance with William Penn University policies and standards, and local laws and regulation. Exceptions to this policy are documented in section 5.2 This policy applies to employees, students, contractors, consultants, temporaries, and other workers at William Penn University, including all personnel affiliated with third parties. This policy applies to all equipment that is owned or leased by William Penn University.

4. Policy

4.1 General Use and Ownership

- 4.1.1 William Penn University proprietary information stored on electronic and computing devices whether owned or leased by William Penn University, the employee, or a third party, remains the sole property of William Penn University. You must ensure through legal or technical means that proprietary information is protected in accordance with the Data Protection Standard.
- 4.1.2 You have a responsibility to promptly report the theft, loss or unauthorized disclosure of William Penn University proprietary information.
- 4.1.3 You may access, use or share William Penn University proprietary information only to the extent it is authorized and necessary to fulfill your assigned job duties.
- 4.1.4 Employees and students are responsible for exercising good judgment regarding the reasonableness of personal use. Individual departments are responsible for creating guidelines concerning personal use of Internet/Intranet/Extranet systems. In the absence of such policies, employees and students should be guided by university policies on personal use, and if there is any uncertainty, employees and students should consult the Information Services Department.
- 4.1.5 For security and network maintenance purposes, authorized individuals within William Penn University may monitor equipment, systems and network traffic at any time.
- 4.1.6 William Penn University reserves the right to audit networks and systems on a periodic basis to ensure compliance with this policy.

4.2 Security and Proprietary Information

- 4.2.1 All mobile and computing devices that connect to the internal network must comply with the Minimum Access Policy.
- 4.2.2 System-level and user-level passwords must comply with the Password Policy. Providing access to another individual, either deliberately or through failure to secure its access, is prohibited.

4.2.3 You must lock the screen or log off when the device is unattended.

4.2.4 Postings by employees from a William Penn University email address to newsgroups should contain a disclaimer stating that the opinions expressed are strictly their own and not necessarily those of William Penn University unless posting is in the course of business duties.

4.2.5 Employees must use extreme caution when opening e-mail attachments received from unknown senders, which may contain malware.

4.3 Unacceptable Use

The following activities are, in general, prohibited. Employees may be exempted from these restrictions during the course of their legitimate job responsibilities (e.g., systems administration staff may have a need to disable the network access of a host if that host is disrupting production services).

Under no circumstances is an employee of William Penn University authorized to engage in any activity that is illegal under local, state, federal or international law while utilizing William Penn University owned resources.

The lists below are by no means exhaustive, but attempt to provide a framework for activities which fall into the category of unacceptable use.

4.3.1 System and Network Activities

The following activities are strictly prohibited, with no exceptions:

- a. Violations of the rights of any person or company protected by copyright, trade secret, patent or other intellectual property, or similar laws or regulations, including, but not limited to, the installation or distribution of "pirated" or other software products that are not appropriately licensed for use by William Penn University.
- b. Unauthorized copying of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music, and the installation of any copyrighted software for which William Penn University or the end-user does not have an active license is strictly prohibited.
- c. Accessing data, a server or an account for any purpose other than conducting William Penn University business, even if you have authorized access, is prohibited.
- d. Exporting software, technical information, encryption software or technology, in violation of international or regional export control laws, is illegal. The appropriate management should be consulted prior to the export of any material that is in question.
- e. Introduction of malicious programs into the network or server (e.g., viruses, worms, Trojan horses, e-mail bombs, etc.).

- f. Revealing your account password to others or allowing use of your account by others. This includes family and other household members when work is being done at home.
- g. Using a William Penn University computing asset to actively engage in procuring or transmitting material that is in violation of sexual harassment or hostile workplace laws in the user's local jurisdiction.
- h. Making fraudulent offers of products, items, or services originating from any William Penn University account.
- i. Making statements about warranty, expressly or implied, unless it is a part of normal job duties.
- j. Effecting security breaches or disruptions of network communication. Security breaches include, but are not limited to, accessing data of which the employee is not an intended recipient or logging into a server or account that the employee is not expressly authorized to access, unless these duties are within the scope of regular duties. For purposes of this section, "disruption" includes, but is not limited to, network sniffing, pinged floods, packet spoofing, denial of service, and forged routing information for malicious purposes.
- k. Port scanning or security scanning is expressly prohibited unless prior notification to William Penn University is made.
- l. Executing any form of network monitoring which will intercept data not intended for the employee's host, unless this activity is a part of the employee's normal job/duty.
- m. Circumventing user authentication or security of any host, network or account.
- n. Introducing honeypots, honeynets, or similar technology on the William Penn University network.
- o. Interfering with or denying service to any user other than the employee's host (for example, denial of service attack).
- p. Using any program/script/command, or sending messages of any kind, with the intent to interfere with, or disable, a user's terminal session, via any means, locally or via the Internet/Intranet/Extranet.
- q. Providing information about, or lists of, William Penn University employees to parties outside William Penn University.

4.3.2 Email and Communication Activities

When using company resources to access and use the Internet, users must realize they represent the company. Whenever employees or students state an affiliation to the company, they must also clearly indicate that "the opinions expressed are my own and not necessarily

those of the company". Questions may be addressed to the Information Technology Services Department.

- a. Sending unsolicited email messages, including the sending of "junk mail" or other advertising material to individuals who did not specifically request such material (email spam).
- b. Any form of harassment via email, telephone or paging, whether through language, frequency, or size of messages.
- c. Unauthorized use, or forging, of email header information.
- d. Solicitation of email for any other email address, other than that of the poster's account, with the intent to harass or to collect replies.
- e. Creating or forwarding "chain letters", "Ponzi" or other "pyramid" schemes of any type.
- f. Use of unsolicited email originating from within William Penn University's networks of other Internet/Intranet/Extranet service providers on behalf of, or to advertise, any service hosted by William Penn University or connected via William Penn University's network.
- g. Posting the same or similar non-business-related messages to large numbers of Usenet newsgroups (newsgroup spam).

4.3.3 Blogging and Social Media

- a. Blogging by employees, whether using William Penn University's property and systems or personal computer systems, is also subject to the terms and restrictions set forth in this Policy. Limited and occasional use of William Penn University's systems to engage in blogging is acceptable, provided that it is done in a professional and responsible manner, does not otherwise violate William Penn University's policy, is not detrimental to William Penn University's best interests, and does not interfere with an employee's regular work duties. Blogging from William Penn University's systems is also subject to monitoring.
- b. William Penn University's Confidential Information policy also applies to blogging. As such, employees and students are prohibited from revealing any William Penn University confidential or proprietary information, trade secrets or any other material covered by William Penn University's Confidential Information policy when engaged in blogging.
- c. Employees shall not engage in any blogging that may harm or tarnish the image, reputation and/or goodwill of William Penn University and/or any of its employees. Employees are also prohibited from making any discriminatory, disparaging, defamatory or harassing comments when blogging or otherwise engaging in any conduct prohibited

by William Penn University's Non-Discrimination and Anti-Harassment policy.

- d. Employees may also not attribute personal statements, opinions or beliefs to William Penn University when engaged in blogging. If an employee is expressing his or her beliefs and/or opinions in blogs, the employee may not, expressly or implicitly, represent themselves as an employee or representative of William Penn University. Employees assume any and all risks associated with blogging.
- e. Apart from following all laws pertaining to the handling and disclosure of copyrighted or export controlled materials, William Penn University's trademarks, logos, and any other William Penn University intellectual property may also not be used in connection with any blogging activity

5. Policy Compliance

5.1 Compliance Measurement

The Information Services Department will verify compliance to this policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback to the policy owner.

5.2 Exceptions

Any exception to the policy must be approved by the Information Services Department in advance.

5.3 Student Non-Compliance

A student found to have violated this policy may be subject to the following disciplinary action: a.
Judicial Board Review

- 1. Possible outcomes include probation or dismissal
- b. Revocation of University network access

Punishment for violation of the William Penn University Acceptable Use Policy may include, but is not limited to, temporary or permanent disconnection from WPU Network Resources, suspension of a specific user's WPU ID for up to one (1) academic semester, or further disciplinary action deemed necessary by the Vice President of Academic Affairs Office or where appropriate, the Human Resources Office, Dean of Students and President's Office, or law enforcement agencies.

Human Rights Policy

William Penn University is committed to creating and maintaining an environment in which all members of the community are aware of the rights and human dignity of every other member. It is the university's policy to seek prompt and equitable resolution of allegations of discrimination relating to race, religion, gender, age, sexual orientation, veteran status, or disability. It is also the policy of the university that accusations of

discrimination or sexual harassment which are made without proper cause will not be condoned. Human rights violations are to be reported to the Residence Life office. Complaints may also be directed to the academic dean, administrators, supervisors, faculty members, hall directors, or resident assistants. Violation of the human rights policy could result in disciplinary action including suspension or dismissal.

Parking Policy

All students who drive a vehicle on university property will register their vehicle online at www.wmpenn.edu/vehicleregistration and receive a free parking permit that shall be displayed on the left lower corner of the rear window or the right lower corner of the front windshield. Motorcycles can display on the windscreen if so equipped. Falsification of this information will result in a fine and loss of parking privileges.

These permits may be picked up in the Campus Safety office the Monday following the week submitted. If a ticket is received in the interim please present it to the Campus Safety Staff at the time you pick up your permit.

Vehicles that do not display a valid WPU parking permit will receive a warning for the first offense; subsequent violations will receive a ticket. After receiving two tickets, the third violation will result in a parking boot being applied to the vehicle. Vehicles that accumulate unpaid parking ticket(s) that are over one month old will be booted. Vehicles that are parking in fire lanes or pose a threat to public safety will be towed.

Signs are posted that restrict parking. Visitors and guests of students should park in non-restricted areas including Atkins Memorial Union lot and along Trueblood Avenue, or obtain a temporary parking permit from Admissions or the Business Office.

For snow emergency removal and Christmas Break parking instructions, refer to the maps online at www.wmpenn.edu/parking. Faculty and staff should contact Human Resources regarding parking permits.

Privacy Policy

Disclosure of Student Records

The Family Educational Rights and Privacy Act of 1974 (FERPA or Buckley Amendment) grants students guaranteed access to inspect, review, and copy their educational records, and the right to challenge or supplement information on file in order to prevent flawed interpretation.

A student may not have access to financial declarations or records that parents file in connection with financial aid applications, confidential letters, statements of recommendation placed in educational records prior to January 1, 1975, counseling or psychiatric referral information, or to any record to which the student has waived the right to access.

Only those WPU staff members acting in the student's educational interest are allowed access to student educational records. This includes Residence Life and administrative personnel, as well as faculty members within the limitations of their need to know.

William Penn University's policy statement on privacy rights is available from the Registrar's Office in Penn Hall. Students may restrict the release of all information. To do so, submit a restriction request no later than five (5) days following the close of registration each semester. Direct any questions to the Registrar's Office.

Release of Information

No one outside of the institution shall have access to any information from a student's educational records without the written consent of the student, except authorized personnel within an institution in which the student seeks to enroll, persons or organizations providing student financial aid, accrediting agencies carrying out their accreditation function, law enforcement agencies of Iowa, where the student is under investigation and it is necessary to obtain such information to support the investigation, and in case of emergency, where access may serve to protect the health or safety of the student or other persons. Certain information considered "public" or "directory" information may be released without the student's written consent, unless the student files a notarized statement restricting the release of such information with the Residence Life office at the beginning of each term.

January 2009 FERPA Exception

On January 8, 2009, a new exception to FERPA's non-disclosure rule took effect. Under this new rule, which is codified in §99.31(a)(10), a school may disclose a student's records to a parent and/or to law enforcement personnel in connection with a health and safety emergency. This means that, if the school reasonably believes that disclosure of a student's educational records is necessary to protect the health and safety of the student or other individuals (e.g., the campus population or the general public), the school may disclose the educational records to the student's parents and to any necessary authorities, such as law enforcement personnel.

Disciplinary Records

Records of student disciplinary proceedings are maintained in the Residence Life office. This information may not be released without the student's written consent. Disciplinary files are reviewed periodically and destroyed according to Residence Life office procedure.

Placement Credentials

Information contained in placement credential files may not be released without the student's consent. Students may inspect and review their placement files unless they have chosen the "closed" file option.

Winter Weather Alerts | Snow Day Policy

When winter weather conditions are deemed to be too severe to allow for safe travel, classes may be delayed or cancelled and offices may be closed.

Weather-related cancellations will be announced by email to all campus personnel. An information line will also be activated and can be accessed by calling campus extension 1185. Administrative staff will notify local and Des Moines area radio and television stations. Announcements will be made independently for the Johnston campus.

The Emergency Notification System “RAVE” will be used to alert students, staff, and faculty of weather-related situations and emergencies. A RAVE System test will be conducted at the beginning of the first and second semester.

Student Code of Conduct

The William Penn University community is devoted to engaging a diverse student body in a quest for intellectual, personal, social and spiritual development through a quality academic and extracurricular program rooted in Quaker principles. A caring faculty, committed to teaching in the liberal arts and professional fields, promotes knowledge, skills, and experiences that empower students to become reflective, progressive, and involved citizens.

The university is a community like any other that has certain standards for behavior. We expect all students, faculty, and staff to conduct themselves in a manner that supports the educational goals of the university. Our philosophy regarding students is one that is rooted in student empowerment and involvement, but also based on responsibility and accountability. Therein lies the expectation that individuals will abide the law and university policies and treat all persons with respect and courtesy.

The university reserves the right to determine what constitutes inappropriate behavior and to administer appropriate sanctions. Any of the following actions, or attempt, encouragement, or support of any of the following actions, constitutes an offense for which you may be subject to disciplinary action, ranging from a warning to dismissal.

The Judicial Board reserves the right to modify stated penalties when, in its judgment, the circumstances of a case warrant other action. If found in violation of the Student Code of Conduct, a student will be subject to disciplinary sanctions, and indefinite suspension, dismissal, and/or prosecution under Iowa statutes. Housing contracts may be terminated for resident students without the possibility of a refund.

Violations of city, state, or federal government criminal code, on or off campus, may be grounds for campus disciplinary action through the Judicial Board system. Such action may be in addition to legal proceedings that take place off campus. If the violation is a serious or violent crime, and it is determined that your continued presence on campus presents a possible threat or danger to members of the university community, the university reserves the right to temporarily suspend or restrict your access to the campus pending a Judicial Board hearing.

Academic Dishonesty

Students at William Penn University are expected to hold academic honesty in high regard. Cheating will be taken seriously, and disciplinary measures

will be taken when appropriate. It is your responsibility to learn the academic standards and expectations of each professor.

Academic dishonesty refers to copying the work of others, using unauthorized aids while taking an examination, misrepresenting others' work as your own, or helping other people engage in cheating. This list is not exhaustive, and individual professors may impose more specific definitions of what constitutes academic dishonesty. Professors have sole authority over assignment of grades, and use their best judgment in dealing with cases of academic dishonesty. You may appeal to the Vice President for Academic Affairs if you feel that a professor's policies are unfair. The Dean may, in turn, convene the Academic Council to make a recommendation for resolution of the issue.

Academic misconduct reports, filed by the professor with optional student responses, are kept in the office of the Vice President for Academic Affairs until a student graduates or for five years after a student withdraws from the university. Multiple violations of academic honesty by a student may result in increased penalties, including a Judicial Board hearing and possible dismissal from the university.

Plagiarism

Plagiarism is the representation of another's words or ideas as your own. In an attempt to deter plagiarism within the academic community at William Penn University the following policy has been adopted:

1. All students entering William Penn University as first-year students are required to enroll in an introductory composition class.
 - a. Professors instructing these classes are strongly encouraged to inform students on the issue of plagiarism and this policy.
2. All transfer students shall receive information defining plagiarism and providing examples of plagiarism.
3. All professors requiring written assignments are strongly encouraged to inform students of the plagiarism policy at William Penn University.
4. Any student who plagiarizes may receive a zero on that assignment and/or a grade of "F" in the course.
5. A student accused of plagiarism may appeal to the William Penn Academic Council.
 - a. The burden of proof that plagiarism has not occurred is the responsibility of the student.
6. Plagiarism can result in suspension or dismissal from William Penn University.
 - a. Disciplinary action shall be at the discretion of the William Penn University Judicial Board.

Unethical Use of Technology and Equipment

The following guidelines should be followed when using the technology available at William Penn University. This includes computer hardware and software, Internet access, email, telephone service, and cable television.

1. Reproducing copyrighted software is theft, and therefore illegal.
2. Unethical or irresponsible use of the Internet and/or email will result in revocation of network privileges and/or referral to the Judicial Board.
3. Each computer user is responsible for all activities involving their user-id, and will be held liable for any misuse that takes place with that user-id.
4. Computer users should be aware that there is no guarantee that electronic information, including email messages, is completely private. WPU Information Services reserves the right to examine any programs or files stored on any university computer system if necessary.
5. Software and/or services installed on student-owned personal computers that have an adverse effect on the campus network are not allowed, and the creation of such services may result in the disabling of the network connections in that location.
6. Unauthorized use of a telephone authorization code will result in referral to the university Judicial Board and possible prosecution by civil authorities. Destruction or theft of telephone equipment will result in a fine and referral to the Judicial Board.
7. Tampering with the cable television and computer network connections in the residence hall rooms is prohibited. Repair costs of \$60/ hour, with a one hour minimum, will be imposed for damages along with possible referral to the Judicial Board and subsequent additional fines.

Alcohol & Drug Policy

William Penn University recognizes that alcohol and drug use can create health, safety, social, and legal problems. The university is committed to maintaining a safe and healthy work and educational environment, free from the use of alcohol and drugs. William Penn University, in compliance with the Drug Free School and Community Act of 1989, has established the following policies.

Standards of Conduct for Employees

The university prohibits the unlawful possession, manufacturing, use, sale, or distribution of alcohol (including non-alcoholic beers, since they contain small amounts of alcohol) and illicit drugs or drug paraphernalia by employees on William Penn University property or as part of the university activities or sponsored events.

Employees who violate this policy will be subject to appropriate disciplinary action, which may include, but is not limited to, counseling, mandatory participation in an appropriate rehabilitation program, a warning, probation, suspension, discharge and referral to the proper law enforcement authorities for prosecution.

Individuals should be aware that even if they are not in possession of alcohol, drugs, or drug paraphernalia but are in an area, room, or location where these items are present, they, along with all persons present, are in violation of the University alcohol/drug policy.

Standards of Conduct for Students

The university prohibits the unlawful possession, manufacturing, use, sale, or distribution of alcohol (including non-alcoholic beers, since they contain small amounts of alcohol) and illicit drugs or drug paraphernalia by students on William Penn University property or as part of the university activities or sponsored events.

Students who violate this policy will be subject to appropriate disciplinary action as issued by the university Judicial Board, which may include, but is not limited to, a reprimand or warning, a minimum fine of \$50.00 plus \$1.00 per ounce of the alcohol container, disciplinary probation, suspension, dismissal, and referral to the proper law enforcement authorities for prosecution. Students found using or possessing illegal drugs will be fined \$500.

Any student may appear before the William Penn University Judicial Board for a hearing if found in possession of illicit drugs.

Individuals should be aware that even if they are not in possession of alcohol, drugs, or drug paraphernalia but are in an area, room, or location where these items are present, they, along with all persons present, are in violation of the University alcohol/drug policy.

Alcohol & Drug Abuse Prevention Education

With cooperation with the Counseling Center, Campus Safety and Residence Life, alcohol and drug abuse awareness and prevention activities are provided throughout the academic year. Information is available to students, employees and campus community, offering various programs dealing with the results of poor judgment involved with alcohol and/or drug abuse – particularly binge drinking and driving under the influence. Student behaviors are monitored during various academic/recreational activities for abusive behaviors.

A drug testing program is coordinated with the Director of Athletics and the various coaches in all types of University sanctioned athletics. Students that are found to have a positive drug test enter into a Drug Rehabilitation Program in conjunction with the Counseling Center.

William Penn University uses a variety of training techniques to keep Resident Assistants (RAs) aware of the responsibilities students have to act as adults in their residence facilities. RAs attend monthly meetings conducted on campus that build leadership skills that are passed on to all our residents. Training in the fall for the academic year is two to three days of intensified training in leadership, identification of substance abuse, safety considerations, legal issues, people skills, and other issues affecting residential living. RAs, Rovers and Hall Directors are strongly encouraged to contact a Campus Safety officer whenever illegal drug activity is suspected that may warrant investigation.

Cabinet will lead a biennial review of this prevention program to determine the effectiveness and implement changes if needed. Information referring to the number of drug and alcohol-related incidents and fatalities that occur on the institution's campus or as part of any of the institution's activities and are reported to campus officials will be reviewed and determine that the number and type of sanctions imposed by the institution as a

result of drug and alcohol-related incidents and fatalities on the WPU campus or at WPU activities to ensure that sanctions are consistently enforced.

Alcohol & Drug Risk Management Policy for Student Organization

1. Members of a William Penn University student organization shall be instructed by their officers and advisors on this Risk Management Policy. The possession, use, and/or consumption of alcoholic beverages during an official student organization sponsored event, or in any situation sponsored, or endorsed by a student organization is strictly prohibited.
2. No alcoholic beverages may be purchased through the student organization treasury, nor may the purchase of the same for members or guests be undertaken, or coordinated by any member in the name of, or on the behalf of the organization.
3. No student organization members, collectively or individually, shall serve for, serve to, or sell alcoholic beverages to any person under the legal drinking age of 21.
4. The possession, sale, and/or use of illegal drugs or controlled substances at any student gathering are strictly prohibited.
5. No student organization may cosponsor or co-finance any event with an alcohol distributor or where alcohol is sold or provided to those present (no exceptions will be made, regardless of the identity or position of other involved parties).
6. No William Penn University student shall participate, permit, tolerate, and/or encourage "drinking games." Alcohol may not be served at recruitment activities associated with any student organization.
7. No alcohol may be present at any new member/novice/pledge program or activity of the student organization.

Assault

The university prohibits any conduct that threatens or endangers the health of any student, faculty member, staff member, or guest of the university. This includes, but is not limited to, mental or physical hazing or harassment, use of obscene, profane, abusive, or threatening language, assault, battery, abuse, threats, or acts of violence against any person.

Dishonesty | Forgery

The university prohibits knowingly making a false oral or written statement to any university committee, disciplinary body, office, or to any member of the faculty, administration, or staff with the intent to deceive.

Disorderly Conduct

Disorderly behavior that disrupts the academic and social environment violates standards of fair access to the academic experience. Some examples of disorderly conduct include, but are not limited to the following: inappropriate behavior while under the influence of drugs or alcohol, causing physical harm to any person or causing reasonable apprehension of such harm (including fighting words), harassing a faculty member, staff member or other student, obstruction or disruption of disciplinary procedures or other university activities, including public functions.

Disregard for University Authority

The university expects all students to comply with university officials, including but not limited to residence hall staff and security officers acting in performance of their duties. Failure to comply will result in a hearing before the Judicial Board. If a university official has been verbally or physically assaulted, the official may proceed with outside civil and/or criminal action as well.

False Fire Alarms | Arson | Fire Equipment

The university regards false fire alarms and arson as serious threats to the well-being of the campus community. Reflecting this priority, rewards are paid to individuals assisting in the conviction of any person(s) tampering with the fire alarm system, fire equipment, and/or who are involved in arson activities. Smoke detectors are in your rooms for safety reasons. A fine of \$500 will be assessed to anyone removing batteries from smoke detectors, or for any tampering or misuse of this equipment. A \$250 fine will be charged to anyone tampering with exit alarms. Due to fire codes, rooms may be inspected for any possible hazards for individual and group safety. Furniture or other objects may not be used to prop open fire doors or impede the flow of traffic in hallways, units, and public areas.

A \$100 reward shall be paid to the individual(s) providing information that leads to the conviction in the campus judicial system and/or in a court of law or a person providing information that leads to the arrest and conviction of the individual(s) responsible for arson activities on the university campus.

Fire Regulations

1. When a fire is discovered, students should pull the alarm and immediately notify a faculty or staff member of its location.
2. Whenever an alarm sounds, students should leave the building.
3. When leaving a room, residents should:
 - a. turn lights off;
 - b. leave all doors leading to the corridors closed and locked (for security reasons);
 - c. put shades up and open curtains.

4. Students should leave the building by the nearest exit and/or the exit farthest from the fire or smoke when the alarm is sounded and should meet at the assembly areas for their dorms.
5. Students should remain at least 500 feet away from the building and not reenter until the “all clear” signal is given by a faculty or staff member and/or by the fire department.
6. If you do not evacuate the building you will be fined \$125.

Firearms | Explosives

The university strictly prohibits the possession of firearms including paint ball and pellet guns, fireworks, explosives, ammunition, knives, or other weapons capable of inflicting personal injury in your room, on your person, or on university-owned property, including inside a vehicle on university property. There are absolutely no paint ball or pellet guns allowed on campus at any time.

Fraud

The university strictly prohibits the alteration, falsification, or other misuse of a student’s documents, records, or forms of identification, including registration forms and change of schedule forms. Fraud may include, but is not limited to the following: furnishing false information to the university, forgery, unauthorized alteration of any official document, inappropriate use of a student ID card, misrepresenting or concealing one’s organizational affiliation(s) or sponsorship(s) for the purpose of enticing another person into joining or participating in an organization.

Freedom of Association

Students bring a variety of interests to the campus, and may develop many new interests as members of the university community. They should be free to organize and join associations to promote their interests. It is the responsibility of each student organization to adhere to the mission of this university, its supporting bylaws, policies, and statutes.

Student organizations must register and be recognized with the Student Government Association (SGA) and the Student Activities office. Registered student organizations are accorded special privileges and benefits including the use of university facilities and services, participation in certain university sponsored activities and ability to request SGA funding.

Student Organizations

1. The membership policies and actions of student organizations will be determined by those persons who are registered students.

2. It is the policy of William Penn University that no person shall be discriminated against on the basis of race, gender, color, creed, national origin, ancestry, age, marital status, sexual orientation, or disability.
3. No organization's rules, constitution or bylaws may be in conflict with the regulations of the university.
4. Student organizations are required to:
 - a. Submit required registration forms to SGA by the second Tuesday after classes begin each semester.
 - b. Maintain a minimum membership of four students currently enrolled at WPU.
 - c. Have an advisor who is a full-time faculty or staff member at WPU.
 - d. Submit a constitution which states:
 - i. Organization name
 - ii. Purpose(s)
 - iii. Requirements for membership
 - iv. Methods of officer selection
 - v. Impeachment proceedings
 - vi. A nondiscrimination clause
 - vii. The national constitution and bylaws, if affiliated with a national organization
 - e. Each group must submit a roster of officers with complete address information and student ID numbers.
 - f. Each group must submit a current membership roster.
 - g. Each group must submit the student information form that includes the goals of the organization for the year.
 - h. Each group must submit the advisor agreement form.

This information must be on file with the Student Activities office (including revisions). It is understood that any information on the registration forms will be treated as public information (except for Student ID numbers) and distributed to the university community when necessary.

5. Officers for registered student organizations must be in good academic standing, as well as registered for at least 12 semester hours of credit at William Penn University during their term of office. The officers must submit their Officer Agreement form.
6. All organizations must submit required registration forms at the beginning of each academic year, as well as when new officers are installed.

7. Each organization shall be responsible for the individual and collective conduct of its members in all group-sponsored activities and functions. This includes but is not limited to all university policies and regulations, state and federal laws.

Demonstrations, Protests and Similar Forms of Association

1. The Student Activities office must receive written notification of the intent to hold a peaceful demonstration at least three (3) school days prior to the event so that proper arrangements can be made. This notice should include the date, time, duration, location, approximate number of participants, names of the main speakers and organizers, and general views that may be expressed.
2. No action may be taken during the demonstration which endangers or harms the health or safety of any person(s) or which endangers or damages property.
3. No action may be taken during the demonstration which disrupts, by physical or auditory means, the ongoing operations of the university or interferes with the rights of other individuals, whether on or off campus.
4. The Student Activities Office may terminate a demonstration if it can be shown that any of the above guidelines have been violated. Disciplinary or criminal proceedings may also be initiated against alleged violators.

Freedom of Inquiry & Expression

Free inquiry and expression are basic attributes of an academic community. This is guaranteed as long as it does not interfere with the rights of others. Accordingly, students shall not use abusive language in communicating with others. Abusive language is defined as language that insults, taunts, or challenges another under circumstances in which such conduct is likely to provoke a violent response.

This language includes epithets directed at an individual's race, religion, gender, age, sexual orientation, veteran status, or disability, which are personally abusive, degrading, and insulting rather than communicating ideas or opinions, and/or which are used in a situation that presents an actual danger of the breach of peace.

In the Classroom

1. Students shall be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of the course of study in which they are enrolled.
2. Instructors should encourage free discussion, inquiry, and expression. Student performance should be evaluated solely on academic basis and not on the basis of opinions or conduct in matters unrelated to academic standards.

Outside the Classroom

1. Students may express their views individually or collectively through normal faculty, administrative, and student channels of communication.
2. Students may express their views by demonstrating peacefully provided that the guidelines listed in the section entitled "Freedom of Association" are followed.
3. Student organizations may invite and hear speaker(s) of their choosing. It should be made clear at the event that the university does not necessarily endorse the views expressed by the guest speaker(s). Organizers must make arrangements in advance for facilities and special equipment through the Public Relations office. If guest speaker(s) are invited to express their views during a demonstration, all guidelines listed in the section entitled "Freedom of Association" must be observed. Student organizations charged with the responsibility for planning and scheduling guest speakers or entertainers paid from student activity funds shall make every effort to achieve balanced programming and to insure opposing viewpoints and varieties of entertainment.

Gambling

Betting money or prizes on the outcome of a game, contest, or other event is not allowed.

Hate Crimes

Chapter 729A of the Iowa Code provides that "persons within the state of Iowa have the right to be free from any violence, or intimidation by threat of violence, committed against their persons or property because of their race, color, religion, ancestry, national origin, political affiliation, gender, sexual orientation, age or disability."

A person who acts alone, or who conspires with another person(s), to injure, oppress, threaten, intimidate or interfere with any citizen in the free exercise or enjoyment of any right or privilege secured to that person by the constitution or laws of the United States, and assembles with one or more persons for the purpose of teaching or being instructed in any technique or means capable of causing property damage, bodily injury, or death when the person(s) intend to employ those techniques or means in furtherance of the conspiracy, is on conviction, guilty of a class "D" felony. A person intimidates or interferes with another person if the act of the person results in any of the following:

1. Physical injury to the other person;
2. Physical damage to or destruction of the other person's property;
3. Communication in a manner, or action in a manner intended to result in any of the following:
 - a. To place the other person in fear of physical contact which will be injurious, insulting, or offensive;
 - b. To place the other person in fear of harm, or harm to the person or property of the third person.

Any individual who believes that his/her individual rights have been violated should contact the Residence Life Office, a member of the residence hall staff, or a faculty or staff member so that the university judicial procedures may be initiated if necessary.

Hazing

William Penn University recognizes that student organizations/teams are an important part of university life, and that they can provide worthwhile opportunities for personal and community growth, promote an enduring school spirit and identity, and enhance university social life. This constructive influence upon university life is the result of the morally sound precepts and practices of these groups.

Freedom from humility and danger of hazing is guaranteed to every student on this campus. This policy includes individuals as well as whole organizations or teams. Any person(s), organization(s) or team(s) that violates this hazing policy shall be subject to disciplinary action up to and including dismissal from William Penn University.

1. New member/pledge/membership activities are recognized as being an essential part of student organizations and teams. A responsible new member/ pledging/membership program would not include any activities that could be classified as hazing, which is defined as:

Any action or situation created, on or off campus, that recklessly or intentionally endangers the mental or physical health or safety of a student, willfully destroys or removes public or private property for the purpose of initiation or admission or affiliation with, or as a condition of continued membership in, any organization operating under the sanctions of a recognized fraternity, sorority, student organization or team by William Penn University. The term shall include, but not be limited to any brutality of a physical nature, such as whipping, beating, tattooing, paddling, forced calisthenics, exposure to the elements, road trips, forced consumption of food, liquor or drugs, or other substances, or any forced physical activity which could adversely affect the physical health and safety of the individual; and shall include any activity which subjects the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in ridicule (i.e. publicly wearing apparel or haircuts which are conspicuous and not in good taste; engaging in public stunts or buffoonery; public service to an individual, etc.) or any other forced activity which could adversely affect the mental health or dignity of an individual, or any willful destruction or removal of public or private property.

2. Alcoholic beverages and drugs must not play any part in new membership/pledging activities. Use of alcohol or drugs may not be a prerequisite for membership. New membership or pledging activities must in no way interfere with the academic life of the student, or create a disturbance in the university community, and should respect the person's need for sleep.
3. It is the responsibility of the officers of William Penn University student organizations to make all activities known to the Director of Student Activities. The officers are responsible for ensuring that the activities of their group correspond to the principles, policies, and philosophy of William Penn University. A written program of all new membership or pledge activities must be approved by the Director of Student Activities and placed on file in the Student Activities office at least one week prior to the new membership or pledging program.
4. This policy shall be read to all members, new members and pledges prior to any new membership or pledging activity.

Physical Violence | Domestic Violence Reporting

All William Penn University employees are Mandatory Reporters as it relates to incidents of: Domestic/Physical violence that comes to their attention. These incidents shall be reported to the On-Duty Campus Safety officer, who will inform the Director of Campus Safety. The Title IX (VAWA) coordinator (or designee) will initiate an investigation. Confidentiality will be strictly maintained. Cases that are deemed founded will be referred for disciplinary review. Students that are made aware of a Domestic/Physical violence situation are strongly encouraged to make a report to any William Penn University employee for investigation.

Sex Offender Registration

Students affiliated with the University who are listed on a federal or state sex offender registry must report such information to the Academic Dean prior to registration as a student or immediately upon being placed on such a registry. Employees must report such information to Human Resources. University officials will then work with local and state law enforcement agencies to ensure proper notification to the University and surrounding community are given, as deemed appropriate under state law. Failure of a registrant to notify the appropriate University official will result in immediate suspension of access to the University.

Students that are on a sex offender registry will not be permitted to live in University housing.

Sexual Harassment and Misconduct Policy

I. Introduction / Statement of Policy

William Penn students and employees are expected to maintain the highest ethical standards of honesty and respect for others. William Penn University is committed to providing a learning and working environment free from all forms of sex discrimination and sexual harassment, which includes sexual assault, dating violence, domestic violence, and stalking, collectively called “sexual harassment” and/or misconduct for purposes of this policy. The University also prohibits attempting or aiding in the commission of sexual harassment/misconduct or retaliating against another for exercising rights under this Policy.

This policy and Investigation and Resolution Processes are intended to fully comply with Title IX and related federal guidance, and will be interpreted and applied by the University accordingly. As such, they are in lieu of and supersede any contrary policy/process/provision contained in William Penn’s Student or Employee Policy document.

II. Scope of Policy

This policy applies to all students and employees of William Penn University regardless of sex, sexual orientation, or gender/sexual identity.

This Policy governs the conduct of all students, employees, and third parties whose actions impact the University's educational and working environment. This Policy applies to all locations of the University, University-sponsored activities, and incidents occurring off-campus which affect the University environment or mission.

The scope of Title IX: The University's jurisdiction under Title IX is limited to locations, events, or circumstances over which it substantially controls both the respondent accused of behavior violating this policy and the context in which the alleged harassment occurs, as well as any building owned or controlled by a student organization that is officially recognized by the University, such as a fraternity or sorority. The University's jurisdiction under Title IX is also limited to conduct against a person that occurs in the United States, and to complainants who are engaging or attempting to engage in a University educational program or activity.

If a report or complaint falls under the University's jurisdiction under Title IX, the University will utilize the formal complaint resolution process below to respond to a claim of sexual harassment/misconduct and will not proceed under any other University policy or procedure if doing so would interfere with any right or privilege provided to a party under Title IX. If the University determines that a report or complaint does not fall under the University's jurisdiction under Title IX, the University may still take action for such alleged conduct, as herein provided and/or consistent with applicable law and policy (such as the Discriminatory Harassment Policy or Student Code of Conduct) and based on the nature of the alleged conduct. The parties will be notified of this decision.

Through this Policy the University intends to:

- a. Educate all constituencies about what constitutes sexual harassment/misconduct;
- b. Inform faculty, staff, and students of this policy and the procedures for reporting sexual harassment/misconduct within the University.
- c. Encourage faculty, staff, and students to report sexual harassment/misconduct that constitutes a crime to the appropriate law enforcement authorities.

III. Definitions of Prohibited Misconduct

1. Sexual Harassment

i. Unwelcome conduct (verbal, written, physical)

That is directed at someone because of that person's sex, and that meets either of the following:

- *"Quid Pro Quo."*
 - A University employee, agent, or other individual under the University's control or authority explicitly or implicitly conditions a decision or benefit on submission to sexual conduct (e.g., sexual favors for a better grade or

promotion; implicitly or explicitly threatening negative consequences if the student or employee rejects sexual advances); or

- ***Hostile Educational / Work Environment*** ○ Unwelcome conduct that creates a hostile, intimidating, or demeaning environment that is sufficiently severe, pervasive, and objectively offensive that it effectively denies a person equal access to participation in the University's educational program or activity. Harassing conduct includes various types of unwelcome verbal, written or physical conduct, such as unwelcome touching; sexually explicit offensive jokes; sexually degrading graphic, verbal or written comments or questions of a sexual nature; sexual innuendo; sexual threats; obscene gestures; inappropriate humor and jokes about gender specific traits or sexual orientation; sexual propositions; sexually suggestive or insulting sounds and actions, including, whistling, leering, and obscene gestures; and may include sexual assault or exploitation.

ii. Sexual Assault

Defined as one of the following offenses in which one has or attempts to have sexual contact or sexual penetration with another individual without their consent:

- ***Rape:***
 - The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person without consent of the victim;
- ***Fondling:***
 - The touching of the private body parts of another person for the purpose of sexual gratification without consent of the victim;
- ***Incest:***
 - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
- ***Statutory rape:***
 - Sexual intercourse with a person who is under the statutory age of consent.

iii. Dating Violence

Is violence committed by a person who is or has been in a social relationship of a romantic, sexual, or intimate nature with the individual. The existence of such a relationship shall be determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

iv. Domestic Violence

Is a felony or misdemeanor crime of violence committed by:

- Current or former spouse or intimate partner of the victim;
- Person with whom the victim shares a child in common;
- Person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- Person similarly situated to a spouse of the victim under the laws of the State of Iowa or the jurisdiction in which the incident reported occurred; and
- Any other person against an adult or youth victim who is protected from that person's act under the laws of the State of Iowa or the jurisdiction in which the incident reported occurred.

v. Stalking

Is engaging in a course of conduct toward another person under circumstances that would reasonably cause a person to fear bodily injury to themselves or others or to experience substantial emotional distress.

Determination as to whether the alleged conduct constitutes sexual harassment should take into consideration all of the circumstances, including the context in which the alleged incidents occurred. These definitions of terms used in this policy are intended to track those in Title IX and the Clery Act. An act that might not fall within these definitions may still constitute misconduct, discriminatory harassment, and/or violate other University policy and/or codes of conduct.

2. Retaliation:

Taking an action (including intimidating, threatening, coercing, or discriminating) against an individual for seeking guidance, making a report, supporting a complainant or respondent, assisting in providing information relevant to a report or complaint, or filing a complaint under this policy. It is also considered retaliation to interfere with any right or privilege afforded under Title IX.

IV. Other Applicable Definitions

1. Effective Consent:

Effective Consent is informed, freely and actively given, mutually understandable words or actions which indicate a willingness to participate in current sexual activity. Such consent may be withdrawn at any time, without regard to the preceding activity. Consent may not necessarily be inferred from silence or passivity, and cannot be given when a person is incapacitated (such as due to the use of drugs or alcohol, when a person is asleep or unconscious, or because of

an intellectual disability that prevents an individual from having the capacity to give consent). Coercion, force, or threats invalidate consent.

a. Force

Exists, for example, when someone acts upon another physically, such as hitting, kicking, restraining or otherwise exerting their physical control over another through violence.

b. Threats

Exist where a reasonable person would be compelled by the words or actions of another to give permission to sexual contact they would not otherwise give, absent the threat. For example, threats to kill another, themselves, or to harm someone the other person cares for are sufficient to constitute threats.

c. Coercion

Exists when a person engages in sexually pressuring and/or oppressive behavior that violates norms of respect in the community, such that the application of such pressure or oppression causes the other person to engage in unwanted sexual behavior. Coercion may be differentiated from seduction by the repetition of the coercive activity beyond what is reasonable, the degree of pressure applied, and the initiator's knowledge that the pressure is unwanted. When someone makes it clear that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

2. Incapacitation:

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction). Incapacitation can result from the use of alcohol or other controlled substances, or from mental or physical incapacity. Incapacitation is determined through consideration of all relevant indicators to a reasonable person of an individual's state and is not synonymous with intoxication, or impairment.

3. Employees

Include full-time and part-time faculty and staff employed on campus or through a University program, activity, or event, including visiting faculty or adjunct instructors.

4. Students

Include admitted students, as well as students who may not be on campus but are nonetheless considered an active or enrolled student at the University.

V. Understanding Confidentiality

The University will work to safeguard the personally identifiable information and privacy of those who seek help or who report sexual harassment/misconduct. It is important that those making a report understand the limits on confidentiality of the individual who they may contact for such assistance. Different people, depending on their positions, have different obligations with regard to confidentiality.

The University will keep confidential the identity of any individual who has made a report or complaint of sexual harassment/misconduct, or has been identified as the perpetrator or respondent to any such report or complaint, or is a witness to any complaint or investigation, except as required to carry out the purposes of this policy (including the conduct of any investigation, hearing, or judicial proceeding), applicable law, or as permitted by the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g. However, complaints about violations of this policy will be handled in strict confidence, with personally identifiable information protected and information made available only to those who need to know in order for the University to promptly and thoroughly investigate and resolve the matter. The University must balance the needs of individual students with its obligation to protect the safety and well-being of the community at large.

Under Iowa law, communications with some individuals are confidential. Those who want to maintain confidentiality should always confirm whether confidentiality applies to the communication before they make the communication. Generally, confidentiality applies when seeking services from the following persons:

- Trained and statutorily certified victim's advocates;
- Licensed psychological counselor;
- Licensed health care providers;
- Personal attorney representing the victim; or
- Religious/spiritual counselor.

Any other University employee cannot guarantee complete confidentiality. As noted above, the University must balance the needs of the individual students with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident, further action may be necessary, including a timely warning notice to the campus community. The notice would not contain any information identifying the person who brought the complaint. The University will also keep personally identifiable information out of public recordkeeping, including the University's Annual Security Report of Crime Statistics under the Clery Act.

VI. Steps to Take Immediately Following Sexual Harassment / Misconduct

Although the choices about which options to explore rest with you, William Penn University encourages those who have experienced sexual harassment/misconduct, especially if such misconduct constitutes a crime, to consider the following steps:

1. Get to a safe place as soon as possible.
2. Seek immediate medical attention and preserve evidence.

[Mahaska Hospital](#) is located at [1229 C Ave E, Oskaloosa](#), and by phone at [\(641\) 672-3360](#). A Sexual Assault Nurse Examiner (a specially trained nurse) at the Pella Regional Health Center Emergency Room is on call 24 hours a day, 7 days a week (call [Crisis Intervention Services](#) at [\(800\) 270-1620](#) or go directly to [Pella Regional Health Center](#) at [404 Jefferson Street, Pella Iowa 50219](#)). Emergency room personnel are trained to check for injuries, as well as collect physical evidence.

If applicable, costs for providing and administering a rape kit incurred by the Iowa Department of Public Health. The hospital staff will collect information, check for injuries, and address the possibility of exposure to sexually transmitted infections. If you have changed clothing since the assault, bring the clothing you had on at the time of the assault with you to the hospital in a clean, sanitary container such as a clean paper grocery bag or wrapped in a clean sheet (plastic containers do not breath, and may render information useless). If you have not changed clothes, bring a change of clothes with you to the hospital, if possible, as they will likely keep the clothes you are wearing as evidence.

If desired, an advocate from [Crisis Intervention Services](#) ([\(641\) 673-5499](#) or [\(800\) 270-1620](#)) can you to the hospital and Campus Safety or other University personnel can provide transportation [\(641\) 673-1170](#).

Preserve other evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents if they have any that would be useful to the University or law enforcement.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining criminal/civil protective orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with Campus Public Safety or other law enforcement to preserve evidence in the event that the victim decides to act at a later date.

3. Victim Advocacy and Crisis Intervention Resources

Victims of sexual harassment or misconduct may also want to contact an advocacy group for information and assistance. The following is a list of such resources on or accessible from the University area:

Crisis Intervention Services	500 High Avenue West Oskaloosa, Iowa 52577	800-270-1620
Mahaska Health Partnership – Emergency	1229 C Avenue East Oskaloosa, IA 52577	641- 673-3100
Pella Regional Health Center	404 Jefferson Pella, IA 50219	641-621-2200 24 / 7 Nurse Line

4. Mental Health Counseling and Confidential Reporting.

Talking with someone who understands can help you sort out the emotional aftermath of sexual harassment/misconduct. Because the reactions to these offenses are complex and often confusing, it is important to remember that your feelings are normal and you are not alone. William Penn University's Counselor provides free counseling for sexual harassment/misconduct. Additional confidential counseling resources in the area are also available.

These resources will maintain confidentiality unless there is present or future, clear and imminent threat to the client or others or when legal requirements demand that confidential information is revealed.

It must be noted that sharing an incident only with a confidential resource does not constitute making an official report. The University is not able to investigate or follow up unless or until the incident is reported to the Title IX Coordinator or when law enforcement informs the University about a report.

[William Penn University](#)

Union Ground Floor [641-673-1703 Counseling](#)

[Services](#)

The campus counselor is available to help survivors free of charge and can be seen on an emergency basis.

Crisis Intervention Services	500 High Avenue West Oskaloosa, IA 52577	641-673-0336 800-270-1620 641-673-5499 (24/hr. crisis hotline)
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[Crossroads Pella Community
Center](#)

[712 Union Street
Pella, IA 50219](#)

[641-628-1212](#)

[Heartland Christian Counseling](#)

[2611 Washington St
641-628-9599 Pella, IA 50219](#)

VII. Reporting, Investigation, and Resolution Processes

1. Report to Law Enforcement

A person who believes they have experienced sexual harassment/misconduct which constitutes a crime has the right to make a report to local law enforcement, but it is that person's right to choose whether to make a report or decline law enforcement involvement.

Law enforcement officers are trained in handling sexual assault and other cases involving sexual misconduct. An officer can be dispatched to campus to meet with the person calling, to assist with obtaining medical attention and emotional counseling, and to write a formal report of the incident. Reporting to law enforcement does not require prosecution of the offense. The police report and any supporting evidence may be turned over to a prosecutor, who decides whether there is sufficient evidence to prosecute.

In any emergency situation, law enforcement can always be reached by dialing 911. Other local law enforcement contacts are as follows:

Oskaloosa Police Department

[641-673-2557](#)

Mahaska County Sheriff

[641-673-4322](#)

The victim has the option to be assisted by campus authorities such as the Title IX Coordinator or Campus Safety in notifying law enforcement authorities, if the victim so chooses. Campus Safety can be notified at 641.673.1170. Calling the police or reporting a sexual harassment/misconduct crime to a University employee does not necessarily commit a victim to pressing charges. The choice to pursue charges or obtain a protection order can be made at a later date.

Additionally, at no time will any individual be forced to make a report to law enforcement as a precondition to using the University reporting/investigation process discussed herein.

Orders of Protection/No-Contact Orders

William Penn University does not have the authority to offer civil or criminal protective orders, but victims may be able to obtain information on how to do so from law enforcement or local courts. If an individual obtains an order of protection from a court in Iowa, the Title IX Coordinator should receive a copy to be aware of any limitations or restrictions and to develop a plan to abide by the court order.

The University cannot enforce a violation of a court order, but can assist an individual in contacting law enforcement to report a violation. If any terms of a court order are unclear in their application to the campus environment, it is up to the parties to seek clarification through the court – the University cannot render a legal opinion or give advice other than to develop a plan to reasonably prevent violations of the order.

2. University Reporting

To report an incident involving sexual harassment/misconduct, whether it occurred on or offcampus, contact:

Title IX Coordinator	Heidi Scholes	641-673-1084 scholesh@wmpenn.edu
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Campus Safety	641-673-1170
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The Title IX Coordinator will assist in making determinations around requests for confidentiality as explained in this policy and in arranging for a prompt investigation into a formal complaint. At the time of the report, a copy of this policy will be provided to the complainant.

Any nonconfidential employee of the University who has the authority to institute corrective measures on behalf of the University must immediately report any known instances of sexual harassment/misconduct to the Title IX Coordinator. Otherwise, the University strongly encourages and expects all students, employees, or anyone with knowledge to report incidents of sexual harassment/misconduct to one of the above referenced individuals. Confidential reporting resources are listed above in the preceding section.

The University encourages individuals to come forward as soon as possible to share concerns of sexual harassment/misconduct. There is no time limit for a report or complaint under the policy, although the University's ability to investigate and respond fully may be limited with the passage of time.

a. Amnesty for Use of Drugs or Alcohol

The severity of the infraction will determine the nature of the University's response, but whenever possible the University will respond educationally rather than punitively against a student who reports or makes a complaint in good faith concerning an incident of sexual harassment/misconduct, or who participates in good faith in an investigation into an incident of sexual harassment/misconduct.

The seriousness of sexual harassment/misconduct is a major concern and the University does not want any of the circumstances (e.g., drug or alcohol use) to inhibit the reporting of a violation of this Policy.

b. Federal Statistical Reporting Obligations

The Federal Government requires Campus Safety to publish an annual Student Safety Report describing certain crimes that fall within the definition of sexual harassment/misconduct that have occurred and their general location (on or off campus or in the surrounding area; no addresses are given). These reports contain statistical information only. All personally identifiable information is kept confidential. This report helps to ensure greater community safety by providing the community with a clear picture of the nature and extent of campus crime. The University requires that all employees (except professional/licensed counselors and clergy) provide statistical information regarding known sexual offenses, dating violence, domestic violence and stalking to Campus Safety.

c. Federal Timely Warning Reporting Obligations

The Clery Act requires institutions to issue timely warnings to the campus community about crimes that have already occurred but may continue to pose a serious ongoing threat to students and employees. Timely warnings are only required for Clery-reportable crimes that occur on Clery-defined geography, although William Penn University reserves the right to issue appropriate warnings regarding other criminal activity that may pose a serious threat as well. The University will make every effort to ensure that the party's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decision in light of the danger. Each time an alleged violation of this Policy is brought to the attention of the University, the Title IX Coordinator will make a determination as to whether a timely warning will be issued. When determining if a timely warning will be issued various factors will be considered on a case by case basis, including the nature of the crime, the continuing danger to the community, and the possible risk of compromising law enforcement efforts. If a timely warning is issued, it will be sent via email and cell phone text message to all students and those employees who have chosen to use the service.

3. Procedures for Reports of Sexual Harassment / Misconduct

a. Interim Supportive/Protective Measures

After receiving a report or complaint of sexual harassment/misconduct, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of interim supportive/protective measures and consider the Complainant's wishes, whether or not law enforcement is contacted or a formal complaint is filed. The University will also implement interim or supportive action for both parties during an investigation, or when requested by the Complainant (when reasonably available).

Supportive measures will be individualized, provided without fee or charge, are nondisciplinary in nature, and will not unreasonably burden either party. When putting supportive measures in place, the University will consider individually each situation and the circumstances presented. Any party with questions related thereto should contact the Title IX Coordinator; the Title IX Coordinator will oversee the implementation of any such measures.

If requested by the Complainant, a change in living or academic/work arrangements will be made to the extent reasonably possible. Other interim measures for the complainant and/or respondent might include:

- 1) Assistance from University support staff in completing the relocation.
- 2) Arranging to dissolve a housing contract.
- 3) Rescheduling exam (paper, assignment)
- 4) Taking an incomplete in a class.
- 5) Transferring class sections.
- 6) Temporary withdrawal from a course or from the University.
- 7) Alternative course completion options.
- 8) Academic accommodations.
- 9) Medical and mental health services, including counseling.
- 10) Change in campus housing and/or dining options.
- 11) Assistance in arranging for alternative University employment arrangements and/or changing work schedules.
- 12) Providing an escort to ensure that the student can move safely between school programs and activities.
- 13) Assistance identifying an advocate to help secure additional resources, including offcampus and community advocacy, support and services.

The University will generally initiate these measures only with the Complainant's knowledge and input, but the University reserves the right to take whatever interim supportive measures are deemed necessary to protect the parties and/or the community. In cases where confidentiality is requested and feasible, to the extent it is reasonably possible, a Complainant may still be provided requested support services such a change in living or academic/work arrangements, and increased monitoring, supervision or security at locations and activities where the alleged misconduct occurred.

The University will work with Complainants to identify what interim measures are appropriate in the short-term (e.g., during the pendency of an investigation or other school response), and will continue to work collaboratively throughout the University's process and as needed thereafter to assess whether the instituted measures are effective, and if not, what additional or different measures are available to keep the Complainant safe.

b. Interim Suspension or Administrative Leave

The University may make a non-disciplinary interim suspension of a student Respondent on an emergency basis. Prior to suspending a student, the University will conduct an individualized safety and risk analysis and determine whether there is an immediate threat to the physical health or safety of any individual. Any student so suspended will be provided with notice and an opportunity to challenge this action immediately following the removal.

The University may, in its discretion and consistent with applicable policies, procedures, and/or agreements, place an employee Respondent on administrative leave pending the outcome of a resolution process.

c. Initiating a Formal Complaint.

When the University learns of potential sexual harassment/misconduct, in most cases outreach will be done with the Complainant to identify reporting options (discussed earlier) within and outside the University and to offer supportive measures. The Title IX Coordinator is available to meet to discuss those reporting options with the Complainant or answer questions from the Respondent.

A Complainant who proceeds with a formal complaint must do so in writing, and by filing a complaint with the Title IX Coordinator by hard copy, email, or any other writing evidencing a physical or digital signature, or otherwise verifying the Complainant is filing the complaint. If the Title IX Coordinator signs a formal complaint, the Title IX Coordinator will not become a party or Complainant for purposes of the processes below.

d. Dismissal and Consolidation of Formal Complaints

If, at any point of the resolution process, it becomes apparent that the allegations contained within a formal complaint, even if true, would not meet the scope and/or definitions in the policy as a Title IX case, the University will dismiss the complaint for purposes of processing under the resolution process below, but may proceed under a different policy or process for adjudication as the circumstances warrant.

Additionally, the University may, in its sole discretion, elect to dismiss any formal complaint of sexual harassment/misconduct under the following circumstances:

- The Complainant requests, in writing, the withdrawal of the formal complaint,
- The Respondent is no longer employed or enrolled as a student at the institution, or

- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination or satisfy its own burden of proof in investigating and adjudicating a formal complaint.

If the University elects to dismiss a formal complaint, all parties will be notified in writing of the decision, and will be given the opportunity to appeal the decision as set forth below.

The University may choose, at its sole discretion, to consolidate formal complaints where more than one Complainant and/or more than one Respondent is involved so long as the allegations of sexual harassment arise out of the same facts/circumstances. In such cases, the University may also choose to issue a single investigation report.

e. Notice of Investigation

Upon the filing of a formal complaint, the Title IX Coordinator or designee will provide a written Notice of Investigation simultaneously to both parties notifying the parties of:

- ☐ the identities of the parties involved in the incident;
- ☐ the conduct alleged;
- ☐ the date and location of the alleged misconduct;
- ☐ Respondent's entitlement to a presumption of innocence;
- ☐ The parties' rights to have an advisor of their choice at the party's expense, who may be an attorney;
- ☐ The parties' rights to review and comment on investigative evidence; ☐

The specific provision(s) of this policy that were allegedly violated; and ☐

The investigatory and resolution process that will follow.

If reasonably possible, the Title IX Coordinator should deliver the notice of complaint/investigation document to both individuals personally, so that he/she can explain the nature of the complaint(s) and the investigatory process.

The written notice of investigation shall notify the parties that making false statements or knowingly submitting false information during the resolution process is prohibited by the University and may constitute an independent basis for disciplinary sanctions, up to and including suspension or expulsion of a student or termination of an employee's employment.

The notice shall be provided prior to the initial interview of any party, and within a sufficient amount of time to prepare. Parties will be also be provided advance notice in writing of the date, time, location, participants, and purpose of any interview, hearing, or meeting in the investigation and resolution process.

If, during the course of investigation, the University determines that additional allegations will be investigated as part of the pending complaint, the Title IX Coordinator or designee will provide written notice of the additional allegations to any identified Complainant(s) or Respondent(s).

f. Right to an Advisor

Both parties are given the opportunity to have support or advice through the reporting and if applicable, investigative and disciplinary processes. Either the Complainant or the Respondent may have an individual accompany them at their own expense to any meetings, interviews, or hearings related to the matter – these individuals are called “advisors.” The advisor may be a friend, victim advocate, attorney, employee, family member, or other person chosen by the Complainant or Respondent.

The roles and expectations of a person serving as an advisor are explained as follows:

- The advisor will keep private the information shared during meetings and throughout the investigation and adjudication process and will not disclose in any manner information shared or learned in the University process.
- It is up to the Complainant and Respondent to present their information in meetings, interviews, or hearings. Advisors cannot speak for an individual and do not have an active role during any meetings, interviews, or hearings, with the exception of conducting cross-examination on behalf of a party in a live hearing.
- The University’s communication during the process will be primarily with the Complainant and Respondent, not with the advisor directly.
- A Complainant or Respondent may use a different advisor at various stages in the process, especially if their chosen individual cannot be available for a scheduled meeting, interview, or hearing. The University will work to reasonably accommodate the advisors’ schedules, but will not unnecessarily delay the process due to the advisors’ conflicts.
- The University may remove an advisor if they unreasonably delay the process, or their presence is disruptive, obstructive, or otherwise interferes with the University’s handling of the matter. In such a case, the University will notify the Complainant or Respondent, who may seek another advisor.
- University policy prohibits retaliation against any individuals for filing a complaint or participating in the investigation of the complaint. An advisor is also protected by and subject to this retaliation prohibition. This means an advisor may not retaliate against any person participating in this process, nor may anyone retaliate against an advisor.
- The University will provide an advisor, for any party, to assist with cross-examination during any hearing whereby the party has the right to engage in cross-examination, if the party does not have their own advisor. The University appointed advisor may be present for the duration of that hearing. The selection of such advisor shall be at the sole discretion of the University.

g. Promptness

Formal complaints are acted upon promptly by William Penn University. Complaints can take 60-90 business days to resolve, typically. There are always exceptions and extenuating circumstances that can cause a resolution to take longer, but the University will reasonably avoid all undue delays within its control.

Any time the general timeframes for resolution outlined in this policy will be delayed, William Penn will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

h. The Investigation

Formal complaints of alleged sexual harassment/misconduct will be investigated jointly by the Title IX Committee, the members of which have received annual training on how to investigate campus matters of sexual harassment and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

If, prior to the initiation of the investigation, either the Complainant or the Respondent alleges that an investigator has a conflict of interest, after hearing from both parties on the topic, the Title IX Coordinator will decide whether to excuse the investigator and announce his/her decision in writing to both parties. If the Title IX Coordinator determines that the investigator should be excused, or if an investigatory is unavailable to conduct the investigation, the Title IX Coordinator will appoint a replacement investigator.

**** The University reserves the right, in the discretion of the Title IX Coordinator and/or the President, to utilize an external investigator(s) to conduct an investigation under this Policy, in lieu of the internal investigators identified herein.*

The burden of proof and the burden of gathering sufficient evidence to reach a determination of responsibility rests with the University and not with the parties. The investigation will include, but is not limited to, interviews with the Complainant, the Respondent, any witnesses identified by the parties or by the investigator as having information relevant to the complaint, and collecting and reviewing any relevant documents, communications, or physical evidence if possible.

During the investigation, both the Complainant and Respondent: a) Will be allowed to present their version of events to the Investigator(s) and to provide any supporting evidence; b) May be accompanied in their interviews by their advisor; c) Will be allowed to identify witnesses, all of whom will be interviewed by the Investigator(s) unless compelling reasons exist, and both parties will be informed in writing of this decision.

All investigations will be conducted as discreetly as is practicable. All witness interviews will be audio recorded, and all such recordings shall at all times remain the property of the University. Investigators are encouraged to confer with the Title IX Coordinator throughout the process in an effort to ensure compliance with the outlined processes.

Neither party will be restricted in their ability to discuss the allegations or to gather and present relevant evidence; provided, however, that such communications shall not constitute harassment of or retaliation against any party.

The Investigator(s) will evaluate all relevant evidence, both inculpatory and exculpatory. The Investigator(s) will only access, consider, disclose, or otherwise use a party's treatment records made or maintained by a health care provider, or other records protected under a legally recognized privilege, if the party provides the investigator(s) with voluntary, written consent to do so.

i. Inspection and Review of Evidence Directly Related to Allegations and the Investigation Report

At the conclusion of the investigation, Complainant and Respondent and, unless directed otherwise by the respective parties, their advisor(s), will be provided the opportunity to inspect all evidence directly related to the allegations of the formal complaint, including both inculpatory and exculpatory evidence, and evidence that the University does not intend to rely on in reaching a determination. This evidence will not include privileged medical information (unless the institution has the voluntary, written consent of the party concerned to use that information in the investigation) and prior sexual history (with the limited exception of evidence offered to prove someone other than the Respondent committed the alleged misconduct or evidence of prior sexual behavior between the parties offered to prove consent). The University may require both parties and their advisors to enter into a written agreement prohibiting the use or dissemination of evidence for any purpose other than those directly related to the parties' participation in the resolution process.

Complainant and Respondent will be given at least ten days to inspect and review the evidence collected during the University's investigation and to submit a written response which the Investigator(s) will consider in preparing a final investigation report. The final investigation report will summarize the information and include any documents gathered. The investigation report will not include determination of responsibility with regards to the complaint.

Additionally, Complainant and Respondent will be given at least an additional ten days after receiving a copy of the University's final investigation report to respond to the investigation report, in writing. In their written response to the investigation report, Complainant and Respondent may provide written comments regarding the relevance of the evidence included in or excluded from the investigation report, provide factual or other corrections to the report and otherwise provide context for the report.

The final investigation report will be distributed, concurrently, to all of the parties to the complaint and the decision-maker(s) by the Title IX Coordinator at least ten (10) calendar days prior to a hearing.

j. Live Hearing and Cross-Examination

For purposes of adjudication of formal complaints of sexual harassment/misconduct under Title IX, the University will conduct a live hearing prior to the issuance of a written decision report. The process for the live hearing is outlined in accordance with the procedures below:

1) *Appointment of Decision-Maker(s)*

The University shall appoint one or more Decision-Maker(s) who are either internal or external to the University, but have been trained on the matters set forth in this Policy. This may be, but is not required to be, the Judicial Board.

If heard by a panel such as the Judicial Board, one member shall be designated to serve as Hearing Officer during the hearing. The Hearing Officer will preside over the hearing and determine whether questions of parties is relevant. All procedural questions, including the decision to accept evidence and/or statements, will be made by the sole Decision-Maker or the Hearing Officer, in their sole discretion.

2) *Notice of Hearing*

No less than ten (10) calendar days before the hearing, the Title IX Coordinator will prepare and send the parties a written notice of the time and date of the hearing, as well as the identities of the Decision-Maker(s). Within five (5) calendar days either the Complainant or Respondent may request, in writing to the Title IX Coordinator, that a Decision-Maker(s) be disqualified because of an identified conflict of interest. The Title IX Coordinator will determine if a conflict exists.

If a party requests, the entire hearing will be conducted with the parties in separate rooms with technology enabling the Decision-Maker(s) and parties to simultaneously see and hear the party or witness answering questions.

3) *Notice of Witnesses*

At least five (5) calendar days before the hearing, the Decision-Maker(s) will notify the parties in advance which witnesses (including Complainant or Respondent) they would like to be present at the hearing. The Decision-Maker(s) or designee will notify these witnesses of the hearing date and time and that their presence has been requested. Any witness called by the Decision-Maker(s) will also be expected to answer questions from the parties.

- a. When notifying the parties of these witnesses, the Decision-Maker(s) will also request that the parties identify any additional witnesses they wish to have present at the hearing for cross-examination.

- b. The Decision-Maker(s) or designee will notify relevant witnesses of the hearing date and time and that their presence has been requested by the party for cross-examination.

4) Pre-Hearing Meetings:

In the discretion of the Decision-Makers(s), pre-hearing meetings may be scheduled and held by the Decision-Makers(s), parties, and advisors to discuss procedural and evidentiary matters relating to the hearing.

5) Proceedings

- a. The hearing is closed to the general public. The parties and their advisor will be allowed to attend the entire portion of the hearing at which information is received (excluding deliberations). Admission of any other person to the hearing will be at the discretion of the Decision-Maker(s).
- b. There shall be no formal pleadings, legal memorandum, or motions filed in the hearing process.
- c. The Decision-Maker(s) will advise the parties if an opening statement or closing statements are permissible.
- d. The University will record and/or create a transcript of all live hearings and will make that recording and/or transcript available to all parties for inspection or review.
- e. The Complainant and Respondent are permitted and encouraged to attend and participate in the hearing with an advisor of their choice.
- f. The University will make all evidence subject to inspection by all parties available at any hearing and will give each party equal opportunity to refer to that evidence at the hearing, including as part of cross-examination
- g. Presentation of Evidence:
 - i. The hearing is not a second investigation of the allegations. In the hearing, the parties will be asked if they have any additional evidence they wish the Decision-Maker(s) consider, and if the parties wish to comment on the Investigation Report and relevance of investigation evidence. Any new evidence presented by a party, if admitted as relevant, will be provided to the other party to review and provide comment;
 - ii. Parties will be allowed, through their advisors, to cross-examine all other parties and any witnesses, including fact and expert witnesses,

and to ask all relevant questions and follow-up questions including those challenging party or witness credibility, directly, orally and in real time. Any party without an advisor will be appointed an advisor by the University, with selection of the advisor being at the sole discretion of the University;

- iii. Only relevant questions may be asked of a party or witness. Before a party or witness answers a question, the Decision-Maker(s) will exclude any irrelevant question, with a brief explanation to explain the basis for finding the question irrelevant. Questions about prior sexual history will generally be deemed irrelevant with limited exceptions.
- iv. The Decision-Maker(s) may ask questions, at any time, of the parties and of the witnesses.

The University will not allow Decision-Maker(s) to rely on any statements made by a party or witness in reaching his or her determination if that party or witness does not submit to cross-examination during a live hearing.

The Decision-Maker(s) will not draw an inference about responsibility based solely on a party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.

k. Standard of Proof

The determination of whether or not sexual harassment/misconduct occurred will be made on the basis of whether it is more likely than not that the Respondent violated the procedure. This standard is more formally referred to as the "preponderance of evidence" standard.

l. Written Decisions

The University Decision-Maker(s) will independently evaluate the evidence gathered. Written decisions will be provided simultaneously to the parties and include the following information:

- 1) allegations of sexual harassment/misconduct,
- 2) procedural history (including specifics about notifications of hearings, meetings and interviews, methods used to gather evidence and hearings held),
- 3) findings of fact supporting the decision,
- 4) conclusions regarding application of policy to the facts,
- 5) rationale for the decision/finding of responsibility as it applies to each allegation,
- 6) disciplinary sanctions imposed on respondent, if any,
- 7) whether (but not the nature of) remedies designed to restore/preserve equal access to any or all education programs or activities that will be provided to the Complainant, and
- 8) procedure and permissible bases for appeal.

Decisions, including the imposition of any sanctions, will become final upon written notification to the parties of the outcome of an appeal or, if there is no appeal, the date on which an appeal would no longer be considered timely.

The Title IX Coordinator will be responsible for coordinating the effective implementation of remedies, as well as any non-punitive or non-disciplinary supportive measures imposed.

m. Appeals

The written decision of the Decision-Maker(s) shall be subject to appeal by both Complainant and Respondent. All parties have an equal right to appeal any final decision on the following bases so long as the bases of the appeal is significant enough to be reasonably expected to affect the outcome of the decision:

- A procedural irregularity within the investigation or adjudication process;
- New evidence not reasonably available when determination of responsibility was made;
- A conflict of interest or the bias of the Title IX Coordinator, investigator or a decisionmaker.

The University will notify all parties upon receipt of an appeal by any party alleging one of the bases for appeal above. Both parties will be given an opportunity to submit a written statement in support of, or challenging, the written determination. Written statements must be submitted to within five (5) business days.

The Appeal Decision-Maker(s) will determine if the decision and/or sanctions imposed will be stayed pending the outcome of the appellate decision. Except as required to explain the basis of new information, an appeal will be limited to a review of the verbatim record of the hearing and supporting documents.

The Appeal Decision-Maker(s) may affirm, reverse, or modify the decision regarding the violation and/or sanctions imposed. A written decision will be issued simultaneously to the parties describing the result of the appeal and the rationale therefor. The written appeal decision is the final decision of the University, and no further appeals are permitted.

n. Sanctions

- i. For Students: sanctions include, but are not limited to, an educational sanction, reprimand, probation, restitution, fine, denial of privileges, no-contact order, housing transfer or removal, suspension, and/or expulsion or termination.
- ii. For Employees: sanctions could range from warning, reprimand, suspension with or without pay, demotion, or termination of employment, and may include such other forms of disciplinary action as appropriate under applicable University procedures, handbooks/manuals, or contracts.

Sanctions may also include supportive measures regarding the Complainant. The University will also consider providing remedies for the broader campus community, as may be necessary to remedy the effects of sexual harassment.

Supervisors, administrators, and faculty who knowingly condone, fail to report, or fail to take action to remedy incidents of discrimination, harassment, and/or retaliation may themselves be subject to sanctions and/or disciplinary action, up to and including termination.

o. Informal Resolution

After the filing of a formal complaint, the University may facilitate an informal resolution between the parties, and at any time prior to the Decision-Maker's determination of responsibility via the issuance of a written decision.

The Title IX Coordinator will assess the severity of the alleged harassment and the potential risk of a hostile environment for others in the community to determine whether informal resolution may be appropriate. Informal Resolution will not be available to resolve allegations involving an employee sexually harassing a student.

The University will not require the parties to participate in the Informal Resolution process as a condition of enrollment, continuing enrollment, or employment or continuing employment, or of any other right conferred by the University.

The Title IX Coordinator will provide the parties with a written notice setting for the allegations, the requirements of the informal resolution process set forth in this policy, the right of any party to withdraw from the informal process and proceed with the formal complaint resolution process above, at any time prior to agreeing to a resolution; and any consequences resulting from the participation in the informal process, including the records that will be maintained or could be shared by the University. Both parties must voluntarily consent in writing to participation in the informal resolution process.

The Title IX Coordinator will attempt to aid the parties in finding a mutually acceptable resolution to the complaint. This resolution will be reduced to writing and must be signed by the Complainant and the Respondent. Once both parties have voluntarily signed the written resolution, the written resolution becomes final and neither party can initiate the formal complaint resolution process above to resolve the allegations in the formal complaint. The written resolution is not subject to appeal.

p. Complainant Does Not Wish to Pursue Resolution or Requests Confidentiality

If the Complainant does not wish to pursue formal or informal resolution and/or requests their report remain confidential, the Title IX Coordinator will inform the Complainant that the University's ability to respond may be limited. The Title IX Coordinator will only initiate a formal complaint against the wishes of the Complainant where doing so is not clearly unreasonable based on known circumstances, based on the potential impact to the University community if the allegations were true.

The Title IX Coordinator will inform the Complainant if the University cannot ensure confidentiality. Even if the University cannot take disciplinary action against the Respondent because the Complainant insists on confidentiality or that the complaint not be resolved, the University reserves the authority to undertake an appropriate inquiry, and/or take other reasonably necessary supportive measures to promote a safe learning environment for the Complainant and/or the entire University community.

q. Sexual Harassment Outside the Policy's Scope

If a formal complaint is filed which alleges sexual harassment/misconduct which falls outside the scope and definitions of this policy and is dismissed, the Title IX Coordinator will refer the complaint as appropriate for adjudication under another policy or process, such as the Discriminatory Harassment Policy or Student Conduct Code, as long doing so would not interfere with any right or privilege provided to a party under Title IX.

To the extent the complaint alleges dating violence, domestic violence, domestic violence, or sexual assault which fall outside the scope of this policy (e.g., the alleged conduct occurred outside the United States or without substantial control over the respondent and the context in which the conduct occurred), the University shall nonetheless provide the following procedural rights to the parties in the applicable adjudication process:

- 1) The parties will each have the opportunity to participate in the investigatory and disciplinary process which is overseen by properly trained individuals;
- 2) The parties will each have the opportunity to be advised by a personal advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or hearing. An advisor may only consult and advise his or her advisee, but not speak for the advisee at any meeting or hearing, except as expressly provided for in applicable procedures;
- 3) Decisions will be based on the preponderance of evidence standard. In other words, the investigator or adjudicator will determine if it more likely than not that the respondent violated the applicable procedure policy;
- 4) The parties will be notified simultaneously in writing of the outcome of any disciplinary proceeding, as well as any changes to those results or disciplinary actions prior to the time that such results become final; and
- 5) If there is a right to appeal, the right is granted co-equally to the parties and the right will be explained in the applicable procedures. The parties will be notified simultaneously in writing of the final outcome of an appeal, if applicable.

University sanctions for such misconduct could include the range of sanctions detailed above.

VIII. Interplay with Criminal Proceedings

As noted above, some conduct covered by this policy may constitute both a criminal violation and a violation of University policy. A person charged with a crime can be prosecuted under the Iowa Criminal Code and separately adjudicated by the University for any behavior that also constitutes a violation of this policy. Even if the criminal justice authorities choose not to prosecute, a student or employee charged with any type of sexual harassment/misconduct will be subject to the University disciplinary process. The matter will be processed under the applicable University policies and procedures, without waiting for any separate criminal investigation/proceedings to be conducted or completed. The University may briefly delay the start of its investigation for up to ten (10) days to allow an initial law enforcement investigation when a police report has been made, but absent compelling circumstances, a longer delay will not be allowed.

IX. Title IX Coordinator

The University's Title IX Coordinator ("Title IX Coordinator") coordinates the University's response to reports of sexual harassment/misconduct. The Title IX Coordinator does not serve as an advocate for either the Complainant or the Respondent. The Title IX Coordinator will explain to both parties the informal and formal processes and the provisions of confidentiality. The Title IX Coordinator will coordinate with other campus officials to implement and coordinate appropriate supportive measures such as mutual no-contact orders and academic accommodations. The Title IX Coordinator is trained and knowledgeable about enforcement, compliance, communication, and implementation of the College's anti-harassment and anti-discrimination policy. The College's Title IX Coordinator's contact information is as follows:

Title IX Coordinator

Heidi Scholes

[641-673-1084](tel:641-673-1084)

scholesh@wmpenn.edu

X. Education and Training

William Penn University will provide annual educational programming to promote the awareness of sexual assault domestic violence, dating violence, and stalking.

Investigators, adjudicators and other personnel involved in the process of investigating, responding, coordinating or otherwise assisting in the adjudication of complaints of sexual harassment/misconduct will receive training as required on the topics of 1) impartiality, 2) avoiding prejudgment of facts at issue, 3) conflicts of interest and bias, 4) the University's resolution processes, 5) issues of relevance and evidence, 6) the scope of the University's educational programs and activities, and 7) types of sexual harassment.

University investigators will also be trained in writing investigation reports and decision-makers will be trained in conducting hearings, writing decisions and the technology used in hearings. The training materials used to perform these trainings will be published on the University's website and will ensure that relevant personnel are trained on issues related to sexual harassment and are taught how to conduct an investigation and hearing process that protects the rights, well-being, and safety of the parties, provides an equitable process for all parties involved, and promotes accountability.

When a student or employee reports an incident of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide a printed copy of this policy which includes the following written notifications: A list of existing Campus and Community Resources for counseling, emergency/safety/security, health, legal assistance mental health, Title IX coordinator, victim advocacy assistance for students and employees is included in the Title IX Coordinators office and on resource cards located throughout the University.

Student Complaint Policy & Procedure

Policy

William Penn University is committed to a respectful learning environment for all members of the campus community. Students have the right to seek a remedy for a dispute or disagreement when they believe they have been treated in an improper, unfair or arbitrary manner. Additionally, students have the right to seek a remedy for issues of institutional or program quality such as William Penn University's compliance with the standards of our accrediting body, the Higher Learning Commission (HLC). No retaliation of any kind shall be taken against a student for participation in a complaint or grievance.

Definitions

Complaint

A written claim raised by a student alleging improper, unfair, arbitrary or discriminatory action by an employee involving the application of a specific provision of a university rule/regulation or a William Penn University policy or procedure. A grievance may also be about issues of institutional or program quality.

Appeal

A request for reconsideration of a grievance application of a policy or procedure.

Retaliation

Retribution of any kind taken against a student for participating in a complaint or grievance.

Student

An individual student, a group of students, or the student government.

Procedures

Complaints About Sexual Assault, Relationship Misconduct, or Harassment

Should be directed to the Title IX Coordinator:

Heidi Scholes
Title IX Coordinator
Dana Atkins Memorial Union room 107

[William Penn University](http://www.williamspenn.edu)

[201 Trueblood Avenue Oskaloosa,
IA 52577](#)

641-673-1084

scholesh@wmpenn.edu

Procedures for All Other Types of Complaints

1. When a student has a complaint, she or he shall first meet on an informal basis with the WPU employee directly involved in the dispute in an attempt to resolve the complaint or grievance. For full consideration, the complaint or grievance should be discussed in the semester in which the concern arises, or within the first two weeks of the subsequent term.
2. When a student has a complaint, which remains unresolved after consultation with the WPU employee directly involved in the dispute, she or he may submit a written complaint via his or her WPU Access Student Portal. The submission of the grievance will be assigned an ombudsperson that will notify the appropriate supervisor that a complaint has been filed.
3. This notification shall contain a statement indicating the intention of the student(s) to proceed with the complaint and the relief requested. The appropriate supervisor shall respond in writing to the student(s) within fourteen (14) days of receipt of the submitted complaint.
4. If the complaint is not resolved at the point of the supervisor, the student(s) may appeal to the area Cabinet member via the WPU Access Student Portal. The submission of the grievance will be assigned an ombudsperson that will notify the area Cabinet member that a complaint or grievance has been filed. The area Cabinet member shall consider the appeal and make a decision. The area Cabinet member shall respond in writing to the student within fourteen (14) days of receipt WPU Access Student Portal grievance submission.
5. If the complaint is not resolved with the area Cabinet member, the student(s) may appeal to the University President via the WPU Access Student Portal. The submission of the grievance will be assigned an ombudsperson that will notify the President that a complaint or grievance has been filed. The University President shall respond in writing to the student within fourteen (14) days of receipt of the submitted notice of appeal. The decision of the President is final and binding.
6. If the initial complaint is with the area Cabinet member, the student may appeal to the President of the University using the same process described above.

Complaints to the Higher Learning Commission

William Penn University is accredited by the Higher Learning Commission (HLC). A student who wishes to file a complaint about William Penn University with the HLC should contact the Commission:

[The Higher Learning Commission](#)

[230 South LaSalle Street
Suite 7-500](#)

[Chicago, IL 60604-1411](#)

[\(800\) 621 – 7440](#)

[\(312\) 263 – 0456](#) Fax:

(312) 263 – 7462

info@hlcommission.org

Record Keeping

The University maintains a record of complaints submitted via the WPU Access Student Portal. All submitted student complaints will be stored by the Vice President for Academic Affairs. Summary information regarding student complaints are presented by the Vice President for Academic Affairs to the president's Cabinet annually in June. Trends are reviewed and utilized in developing policies and procedures to help mitigate further complaints.

The log of complaints and resulting University actions is provided to the Higher Learning Commission, upon their request, and in compliance as part of the University's periodic accreditation review.

Questions regarding the student complaint policy and associated procedures should be directed to the Vice President for Academic Affairs, in person at Penn Hall, room 221, or by telephone, [\(641\) 673 – 1010](#).

Unauthorized Entry or Use

The university prohibits the unauthorized entry to or use of a university facility and/or property. This includes student rooms and hall restrooms.

Vandalism & Theft

Vandalism is defined as any action that results in the defacing or destruction of university properties or facilities, including driving on the lawn or walking on the roof of campus facilities. Students who are aware of the identity of any person(s) involved in vandalism are encouraged to report this information to university security, staff or faculty members. Where hate crimes are involved, the penalty will be enhanced.

Theft includes attempted theft of property or services and possession of property that is not your own without owner authorization. William Penn University does not carry insurance on personal property belonging to students or university employees. Students are encouraged to carry insurance on their own belongings for their own protection. Students are advised to lock their doors at all times. Tampering with security cameras will result in a \$100 fine in addition to the cost for repairs.

William Penn University Judicial Board

The basic philosophical approach to discipline at William Penn University is educational in nature and intent. The members of the University Judicial Board are concerned with responsible student conduct. In general, our philosophy regarding students is one that is rooted in student empowerment and involvement, but also based in responsibility and accountability. The judicial system is designed to provide for the individual development and growth of each student, while at the same time providing equal privileges, efficiency of operations, safety and security, care of the facilities, and reinforcing and ensuring the educational purposes of the university.

An effective disciplinary system will challenge students to make appropriate choices. Sanctions, appropriate to the student's behavior, should motivate the student to change the inappropriate behavior. In most cases intervention will be sufficient to educate students and promote positive behavioral changes. There may be rare instances though in which a student may be removed from the community or university.

Staff members and peers attempt to identify and use the "teachable moment" to help a student learn to recognize, understand, and accept ownership for his/her own behavior. The judicial system does not condemn the student, but may condemn the student's specific behavior that did not meet the standards set forth by the university.

Judicial Board Disciplinary Process Goals

1. To support a genuine community living environment in which students, faculty, staff, and guests are respected as individuals, and the community standards are upheld.
2. To provide a process that is educational and fair for the students and the community, attempting to guarantee the rights of both parties.
3. To provide a system that encourages the objective treatment of each individual.
4. To minimize the incidents in which a student violates university policy.
5. To provide board members the opportunity for leadership development and service to their university community.

Judicial Board Structure

The Judicial Board is comprised of two faculty members appointed by the Faculty Council, two staff members appointed by the Staff Council, and two full-time students appointed from either the Student Government Association or Residence Hall Association. Each group should also appoint two alternates in its respective category. The Dean of Students will act as Convener and facilitator of the Judicial Board and have the right to appoint members in the event that the stated groups are unable to appoint members in a timely fashion, or for emergency hearings. All members of the Judicial Board will receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking. They will also understand the protocol to hold a hearing process that protects the safety of the victims and promotes accountability.

Judicial Board Student Selection & Responsibilities

1. Appointed by Student Government Association or Residence Hall Association.
2. Current full-time student at William Penn University.
3. Commitment for the full academic year.
4. Meet as a member of the board when needed.
5. Maintain status as a student in good academic and social standing within the university, i.e., not on academic or disciplinary probation.
6. Serve as positive role model for other students at all times.

Judicial Board Faculty & Staff Selection

1. Full-time faculty will be appointed by the Faculty Council.
2. Full-time staff will be appointed by the Staff Council.

Judicial Board Convener

The Dean of Students will act as convener and facilitator of the Board. The convener may arrange for a prehearing interview with the student(s) involved, review and collect incident reports and other applicable documents such as attendance, grades, and advisor, faculty, staff, and coach impressions of the student's demeanor, character and performance prior to the hearing.

The convener will also facilitate the hearing, and ensure that accurate and detailed documents are kept for each incident reviewed. The convener will vote only in cases where a vote is needed to break a tie.

Violation Categories

To assist the Judicial Board in understanding the nature and severity of the policy violation, the following general framework has been developed. Please note that what follows is a general outline of categories of offenses and the level at which sanctions may be imposed. The Judicial Convener has the right to ask that a particular incident be heard before the Judicial Board if circumstances warrant such action.

Incidents that may be handled by Hall Director

- Noise/quiet hour violations
- Visitation violations
- First-time alcohol violations ○ minimum sanction: \$50 fine/person plus \$1 per ounce of container

Incidents handled through Judicial Board process

May include, but are not limited to:

- | | |
|---|--------------------------------------|
| • Fraud | • Unauthorized Entry or Use |
| • Plagiarism | • Possession of Firearms |
| • Repeated Alcohol Violations | • Arson and Fire Alarms |
| • Drug Use and Possession | • Fireworks |
| • Disorderly Conduct | • Gambling |
| • Personal Assault (verbal or physical) | • Unauthorized Assembly |
| • Sexual Harassment/Harassment/Stalking | • Disregard for University Authority |
| • Domestic Violence/Dating Violence | • Hazing |
| • Sexual Assault/Sexual Violence | • Multiple Policy Violations |
| • Vandalism and Theft | |

Judicial Board Process & Specific Hearing Procedures

To protect the student's right to privacy, hearings will not be open to the public. However, hearings will be audio taped to assist in maintaining the accuracy of information.

Incident Report & Investigation

Under this review process, the primary responsibility of student conduct rests with the student. The disciplinary process begins when an individual violates university or residence hall policy. When university personnel or residence hall staff files an incident report, an investigation will begin of the incident. Students may also file a complaint against another student in relation to an alleged violation of university or residence hall policy. If the investigation establishes just cause for disciplinary action, the Judicial Convener will review the case and appropriate action(s) taken.

Pre-Hearing Interview

After completion of the investigation, the Judicial Convener may:

- a. Find no basis for the complaint and dismiss the allegation as unfounded.
- b. Summon the student or organization representative for a conference or pre-hearing interview.
- c. Notify the student or organization representative of a Judicial Board hearing without holding the prehearing interview.

During the pre-hearing interview, the Judicial Convener will inform the student or organization of the following options for resolution of the disciplinary charges:

- a. Admit the charge(s) and elect for the Dean of Students to determine an appropriate sanction.
 - *Note:* The Dean of Students may elect not to hear the case but instead refer it to the full Judicial Board.
- b. Admit the charge(s) and elect for the Judicial Board to determine an appropriate sanction.
- c. Deny the charge(s) and have a hearing before the Judicial Board.

Notice

Any student or organization charged with a violation of university policies will be notified in writing of the alleged violation and of an opportunity for a hearing to be scheduled not sooner than 24 hours from effective date of the delivery notice.

The written notice will inform the student or organization of the following:

- a. the specific policy that the student or organization is charged with having violated;
- b. the date, time, and place of the hearing;
- c. the right of the student or organization to present witnesses and documentary evidence at the hearing and to question witnesses presented on behalf of the university;
- d. that the student or organization, speaking through its officers, is responsible for presenting the case if the student or organization so chooses, and that any advisor or counselor accompanying the student or organization will not be permitted to speak or participate directly in the hearing;
- e. that pertinent records, exhibits, and written statements may be accepted by the hearing body as evidence; f) that the hearing will be closed to the public;
- f. that the hearings involving several students or organizations may be consolidated if, in the opinion of the Convener, the issues arise from a common nucleus of facts and circumstances;
- g. that the student or organization may receive upon request from the Convener the expected set of witnesses that may be called by the university;
- h. that the student or organization must provide the Convener with the names of those witnesses that are expected to be called during the hearing.

Hearings

Student disciplinary hearings are designed to be non-adversarial and proceedings conducted in an atmosphere of informality and fairness. Formal rules of evidence and procedure are not applied.

The Convener of the Judicial Board will preside over the hearing by introducing the members of the Board and involved parties, distributing copies of relevant materials, and explaining essential rules of procedure that will be followed. Copies of the incident report(s) and any other relevant material will be made available to members of the Judicial Board and involved parties. Supplemental information including, but not limited to, attendance records, grades, previous disciplinary issues, character references from coaches/sponsors/professors, etc. may be included in Judicial Board proceedings.

The person(s) presenting the charges against the student or organization will present the university’s witnesses and evidence first. The student or organization being charged has the right to question those witnesses and evidence and to present witnesses and evidence on its own behalf.

In a case where the student or organization has admitted the wrongful conduct, the Judicial Board may proceed directly into deliberation concerning appropriate sanctions.

If a student or organization, having been provided written notice, fails to appear at the hearing without prior acceptable notice, the Judicial Board may elect to proceed with the hearing in the student or organization’s absence. In such cases, the evidence in support of the charges may be presented, considered by the Board, and the Board may reach its decision.

At the conclusion of all the evidence, the Board will deliberate in private and will determine by majority vote whether there is substantial evidence that the student or organization being charged violated university policy and, if so, determine an appropriate sanction.

Disciplinary Sanctions

Disciplinary sanctions are intended to serve as educational reprimands rather than to unduly punish a student. The Judicial Board will give due consideration to precedent and seek to ensure equitable treatment of similar offenses. Decisions of the Judicial Board will be communicated in writing. Sanctions imposed by the Judicial Board shall be in full force and effect from the time of imposition unless the student appeals the case. If the sanction is dismissal from the residence halls, and the university feels as if the student poses a threat to the campus community, the university reserves the right to ask that the student remain off campus until any appeal is resolved.

A wide range of possible sanctions exists in order to preserve flexibility so that each student is offered the most appropriate and just treatment by the Judicial Board. The range of disciplinary sanctions that may be imposed upon a student or organization found to have violated university policies may include, but is not limited to, the following:

- Warning conduct. A written notice to the student or organization of the inappropriate nature of the
- Probation sanctions A written reprimand to a student or organization for violation of specified policies. Probation is for a definite period of time and includes the possibility of more severe if the student or organization is found to violate any university policy during the probationary period.
- Loss of Privileges Denial of specified privileges for a designated period of time.
- Fine or Restitution Compensation for loss, damage, or injury.

Community Service	Work assignments within the university or surrounding community. If the community service is not completed by the agreed upon date, it is considered a violation of probation and a harsher penalty may be imposed.
Suspension	Separation of the student or organization from the university for a definite period of time, after which the student or organization is able to return. Conditions for readmission may be specified. A student may be suspended from the right to live in the residence halls, suspended from attending university events, suspended academically, or any combination of the three.
Dismissal	Permanent separation of the student or organization from the university community. A student may be dismissed from the residence halls, dismissed academically, or both.

In addition to any sanctions imposed, a student may also be required to participate in counseling sessions. Failure to abide by counseling requirements will be considered a violation of probation.

Appeals

A student or organization wishing to appeal the decision of the Judicial Board may do so by filing a Request for Appellate Consideration with the convener of the Judicial Board within 24 hours of the Judicial Board decision. Within the body of this appeal, the student or organization must specify the decision being appealed and detail reasons supporting the appeal.

- a. The President's Cabinet (not including the president) will review the Request for Appellate Consideration form and the record of the initial hearing to determine:
- b. Whether prescribed university disciplinary procedures were followed that afforded the student or organization notice of the charges and an opportunity to prepare and present a defense to the allegations of misconduct;
- c. Whether the decision reached by the Judicial Board was based on substantial evidence that established that a violation occurred;
- d. Whether the sanction(s) imposed by the Judicial Board were appropriate for the violation that the student or organization was found to have committed;
- e. Whether new evidence exists sufficient to alter the original decision and why such evidence was not available at the original hearing.

After reviewing the Request for Appellate Consideration and the hearing record, the cabinet may request additional information from the appealing party or the university, remand the case back to the Judicial Board for reconsideration, uphold the decision of the Judicial Board, modify by increasing or decreasing the imposed sanctions, or reverse the decision of the Judicial Board and dismiss the case.

All decisions of the cabinet are final except those in which the student or organization is suspended or dismissed academically from the university. In that situation, an appeal may be submitted within 24 hours of the cabinet's decision to the president of the university who may review the case and uphold or change the

decision. The appeal to the president and the resulting decision will be the final outcome of the case with no further option of appeal.

- *The university reserves the right to immediately dismiss students for egregious violations of the above violation categories, thus bypassing the judicial process. This process can only be used by the Dean of Students and in concurrence with the President's Cabinet. The Judicial Board will be informed of the reasons surrounding the immediate suspension.*

Confidentiality & Record Retention

Judicial procedures and disciplinary hearings are closed. The names of students appearing in disciplinary hearings are not made public except as required by the Campus Security Act. Records of student disciplinary hearings will be retained in the Residence Life office for a period of four years or until the student graduates from the university.

Dismissal from the university shall be noted on the student's transcript. Imposition of sanctions other than dismissal shall be noted on the student's confidential disciplinary record and shall not be disclosed to others except upon request to support application for transfer to another educational institution or for employment.

The Cabinet shall determine if the student's record of disciplinary action should be included as part of his or her official university record. Two considerations must be addressed when making this decision:

- a. Protection of student rights and interests.
- b. Adherence to ethical standards in working with institutions, agencies, or individuals receiving a student's university record.

Off-Campus Conduct

This Code of Conduct applies to student and organization behavior that occurs on university premises; while attending university sponsored/related activities; or which takes place off campus when that conduct adversely affects the interests of the university community. The university reserves the right to review and adjudicate any occurrences of off-campus student behavior in violation of the university Code of Conduct that may directly impact or have a significant effect upon the university.

Simultaneous Actions by Federal, State, and/or Local Authorities or Courts

A student or organization may be accountable to civil or criminal authorities, as well as to the university, for acts that constitute violations of law and of this Code of Conduct. Disciplinary action at the university will normally proceed during the civil or criminal proceedings and will not be subject to challenge on the grounds that such civil or criminal charges involving the same incident have been dismissed or reduced.

The student or organization will not be forced to present self-incriminating information; however, the university is not required to postpone disciplinary proceedings pending the outcome of any civil or criminal prosecution.

Status of Student

A student's status at the university shall not be altered pending Judicial Board action. The student shall remain free to attend class and engage in all other university functions and activities. The Dean of Students may withdraw this privilege, however:

- a. to ensure the safety and well-being of members of the university community or to preserve university property;
- b. to ensure the physical or emotional safety and well-being of the student;
- c. to ensure effective operation of the university, if the student poses a threat of disruption or interference.

Addendum 1.

Animals on University Owned or Controlled Property

Purpose

To maintain campus health, safety and security standards relative to animals allowed on institutional property; to permit services that animals provide to students, faculty, staff, the institution and the community; and to identify the distinction between those animals permitted on and those excluded from institutional property.

Policy Statement

To protect public health and safety, the university regulates the kinds of animals allowed onto university-owned or controlled property. Service animals (as defined by the federal Americans with Disabilities Act (ADA)), assistance animals (as defined by the federal Fair Housing Act (FHA)), and working animals (as defined by this policy), are permitted as provided by law and this policy. Companion animals with a valid license, current vaccinations, under proper restraint (e.g. leashed), and accompanied by their owners, are permitted on campus grounds – but prohibited from entering campus facilities (e.g. administrative and academic buildings; residential facilities except where approved by the Housing & Dining Department), and from being on campus athletic and recreation fields. Individuals with animals are responsible for injury or damage caused by service animals, service-animals-in-training, assistance animals, working animals, and companion animals.

Types of Animals

1. Service Animals

Service animals are dogs, or other animals defined by federal or state law, trained to do work or perform specific tasks directly related to an individual's disability such as guiding an individual with impaired vision, pulling a wheelchair or fetching dropped items. Service animals, including service-animals-in-training, may accompany an individual with a disability or an individual training the animal in public facilities and accommodations or places to which the general public is invited (e.g. academic buildings, administrative offices, residence halls), as long as the animal is under control.

2. Assistance Animals/Emotional Support Animals

Assistance animals are animals that provide therapeutic benefit to individuals with a disability and are prescribed by a physician or licensed mental health professional. Unlike service animals, assistance animals require no specific training and do not provide specific service with activities of daily living - as their mere presence with the individual mitigates the effects of the disability. Assistance animals are permitted in university residence hall rooms, apartments, and houses, but are not permitted in nonresidential facilities on

campus, including but not limited to dining centers, academic buildings, classrooms, computer labs, athletic facilities, administrative buildings, and office workspaces. Requests for permission to have assistance animals in residence areas must be made to Residence Life Office (student requests) or the Academic Dean's Office (employee requests).

3. Working Animals

Working animals are animals used: a) in academic courses or for education and research purposes; b) for law enforcement and rescue purposes; or c) under the direction of licensed mental health professionals employed by the university for therapeutic purposes on site at the Counseling Center or in public spaces. Working animals are permitted on campus by authorized individuals. The applicable Division head will determine if and when working animals are permitted on campus, in consultation with Student Accessibility Services (in relation to students) or Faculty and Staff Disability Services (in relation to employees). The review and approval of university owned or maintained animals for education or research purposes are under the jurisdiction of the Institutional Animal Care and Use Committee, which follows guidelines as adopted by federal regulatory agencies such as the U.S. Department of Agriculture and National Institutes of Health.

4. Companion Animals

Companion animals (commonly known as pets) are animals living with individuals for purposes of pleasure, leisure time activity and companionship. Generally, companion animals are prohibited from entering campus facilities. Exceptions are provided for: a) the University President's residence; b) University-owned houses; c) Residence Life Coordinator apartments; and d) approved university programs involving animals.

Procedures

Individuals Utilizing Service Animals

Students with disabilities who utilize service animals may contact the Academic Dean's Office for assistance. The Academic Dean's Office will assist each student as appropriate. Employees with disabilities who utilize service animals may also contact the Academic Dean's Office. They may then communicate with the applicable campus department/supervisor regarding the employee's accommodation related needs. When not readily apparent that an animal is a service animal, university personnel may ask only two questions to determine if the animal is permitted, i.e., (1) is the animal a service animal required because of a disability, and (2) what work or task has the animal been trained to perform?

Individuals Utilizing Assistance Animals

Residential students with disabilities who utilize assistance animals will provide the Residence Life Office recent documentation from a physician or licensed mental health professional that: a) verifies the individual meets FHA's definition of a person with a disability; b) describes how the animal assists the individual; and c) shows the relationship between the individual's disability and the need for the assistance.

Responsibilities of Individuals with Animals on Campus

Owners and keepers of animals on campus are responsible for their animals at all times. This responsibility includes complying with all state laws and local animal ordinances, as well as all University and University Housing & Dining policies and guidelines, including the following requirements:

- Providing appropriate restraint, control and supervision of animals at all times.
- Providing animals with appropriate care, including food, water, shelter, health care and humane treatment.
- Cleaning up and disposing of all animal waste (both indoors and outdoors) in a timely and effective fashion.
- Confining animals when leaving them alone in a university-owned residence; and not leaving animals alone for a time period in excess of six consecutive hours per 24 hours.

- Not allowing odor, noise, damage, or other behavior of animals that disturbs others or damages university grounds, facilities or property.
- Having animals wear a current rabies vaccination tag and personal identification tag when applicable.

Exceptions and Exclusions

An animal may be prohibited from or required to leave a facility on campus if the animal's behavior or presence poses a direct threat to the health or safety of others. For example, an animal that displays aggressive/vicious behaviors toward people or other animals may be excluded. Animals may be prohibited in areas where their presence fundamentally alters the nature of a program or activity or is disruptive. Examples include, but are not limited to, research labs, areas requiring protective clothing, and food preparation areas. An animal may be prohibited if the owner/keeper does not adhere to the Responsibilities of Individuals with Animals on Campus (above), or if the animal substantially interferes with the reasonable use of housing or public accommodation by others. Animals that have been abandoned or found within university facilities that are not a part of a university-sponsored program may be impounded and/or placed with a third party, at the expense of the owner or individual who claims the animal.

Addendum 2.

William Penn University Anti-Hazing Policy and Prevention Program

June 2025

Statement of Policy

William Penn University is committed to fostering a safe, inclusive, and respectful academic and social environment. Hazing is strictly prohibited in all forms and under all circumstances. This policy applies to all employees, faculty, staff, students, student organizations, athletic teams, fraternities and sororities, and university-affiliated groups, whether activities occur on or off campus.

Definition of Hazing:

Hazing is any intentional or reckless act, occurring on or off university property, by one person or a group directed against another student, that endangers the mental or physical health or safety of a student, or that induces or coerces a student to engage in illegal or unethical conduct, as a condition of initiation, admission into, affiliation with, or continued membership in any university-recognized group or organization.

This definition aligns with Iowa Code § 708.10, which criminalizes hazing and classifies it as a simple misdemeanor, regardless of the victim's consent.

Procedures

Tracking of Hazing Allegations and Reports

William Penn University's Campus Safety Office will have the responsibility for tracking all hazing allegations for the WPU campus to be included in the Annual Security Report. In compliance with the Stop Campus Hazing Act, this will include all reported instances of hazing incidents reported to campus safety authorities or local police agencies whether they have occurred on-campus, off-campus, or within any Clery Act reportable location.

Tracking of Hazing Findings

The Dean of Students, through coordination with the University Judicial Board, will have the responsibility for tracking all findings in relation to hazing incidents. These will be reported in the Campus Hazing Transparency Report, which will be included as a section in the Annual Security Report and as a separate report to be available on the Campus Safety webpage. The Campus Hazing Transparency Report will summarize all hazing incidents by a registered student organization where there is a finding of the violation. The summary will include the name of the registered student organization, a general explanation of the violation for which the registered student organization has been found responsible, whether the violation involved alcohol or substance use, any sanctions imposed as a result of the finding, and relevant dates.

William Penn will create and update the Campus Hazing Transparency Report in a timely fashion once there is a finding of a hazing violation. The Campus Hazing Transparency Report will be maintained on the Campus Safety webpage and updated twice per year for a period of five calendar years from the date of publication and will be available on the webpage for that duration. The Campus Hazing Transparency Report will also provide a link to the Annual Security Report.

Prohibited Conduct

Examples of hazing include, but are not limited to:

- Physical abuse (e.g., paddling, forced exercise, exposure to extreme weather)
- Forced consumption of alcohol, drugs, or other substances
- Sleep deprivation or forced isolation
- Acts of humiliation (e.g., public ridicule, degrading tasks)
- Coerced participation in illegal or unethical activities
- Any activity that causes emotional distress or threatens academic performance

Prevention Programs/Education and Awareness

1. Mandatory Training: Education will be provided to all students, staff, and faculty related to hazing awareness and prevention education. These programs may be offered online and will be targeted to reach all members of the University community and will be research informed.
2. Orientation Programs: First-year students and transfer students will receive hazing prevention education during orientation.
3. Awareness Campaigns: The university will conduct regular campaigns (e.g., posters, social media, events) to promote a culture of respect and zero tolerance for hazing.
4. Bystander intervention is a critical element in preventing hazing. The campus Mental Health Coordinator will provide training programs for students, faculty, and staff to equip them with strategies to intervene safely when they witness or suspect hazing. Participants will learn how to recognize warning signs, approach situations with sensitivity, and ensure that victims of hazing receive the support they need.
5. Peer Led Initiatives: Student organizations and peer leaders in Student Government, Greek Life, and Athletics will play a key role in preventing hazing. The peer leaders will lead discussions, presentations, and campaigns empowering students to speak out against hazing and support their peers. They will be provided the resources and tools necessary to create a positive campus culture that allows all students to feel safe and valued.

Reporting and Response

1. Anonymous Reporting: Students can report hazing anonymously through the university's Campus Safety Office security@wmpenn.edu, or Student Services Office reslife@wmpenn.edu.
2. Investigation Procedures: All reports will be promptly and thoroughly investigated by the designated university officials, including the Director of Campus Safety and the Dean of Students.

3. Protection from Retaliation: Individuals who report hazing in good faith are protected from retaliation under university policy.

Investigating Alleged Hazing Incidents

When a report of hazing is received, William Penn University follows a structured and impartial process to ensure a fair and thorough investigation:

1. Intake and Preliminary Review

- Reports may be submitted anonymously or with identifying information through the university's Student Services Office reslife@wmpenn.edu, or Campus Safety Office security@wmpenn.edu.
- The report is reviewed to determine if it falls within the scope of hazing as defined by university policy and Iowa Code § 708.10.

2. Interim Measures

- If necessary, interim actions may be taken to protect the safety and well-being of individuals involved. These may include no-contact orders, temporary suspension of activities, or relocation of housing.

3. Formal Investigation

- A trained investigator (Director of Campus Safety and Dean of Students) is assigned to gather evidence, which may include interviews with the complainant, respondent(s), witnesses, and review of relevant documents, communications, or media.
- The investigation is typically completed within 30 business days, though complex cases may require additional time.

4. Findings and Determination

- Upon conclusion, the investigator submits a report to the University Judicial Board.
- A determination is made based on a preponderance of the evidence (i.e., more likely than not that hazing occurred).

5. Accountability and Sanctions

- Individual Sanctions: Students found responsible for hazing may face disciplinary actions including suspension, expulsion, or referral to law enforcement.
- Organizational Sanctions: Student organizations may face suspension, loss of university recognition, or other penalties.
- Legal Consequences: In accordance with Iowa Code § 708.10, individuals may also face criminal charges for hazing, which is classified as a simple misdemeanor punishable by fines or jail time.
- Transparency: The university will publish an annual Campus Hazing Transparency Report, which will be included as a section in the Annual Security Report and as a separate report to be available on the Campus Safety webpage. This report will summarize hazing incidents and outcomes, in compliance with state and federal laws through the Campus Hazing Transparency Report.

Support Services

1. Counseling and Wellness: Victims of hazing have access to confidential counseling, health services, and academic support.

2. Restorative Practices: When appropriate, restorative justice approach may be used to promote healing and accountability.

Additional Hazing Prevention Resources

To strengthen our prevention efforts, William Penn University encourages students and staff to utilize the following national and institutional resources:

1. The Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention offers a comprehensive framework for campus hazing prevention, including strategic planning guides and assessment tools.
3. National Hazing Prevention Week (NHPW) – An annual initiative that provides programming ideas and materials for campus-wide engagement.
4. Campus-Specific Workshops – Students and faculty can request customized hazing prevention workshops through the Student Services Office.

Compliance with State and Federal Law

This policy complies with Iowa Code § 708.10 and the federal Clery Act. The university will cooperate fully with law enforcement in cases involving criminal hazing.

Commitment to a Safe Campus

William Penn University encourages all students to take an active role in preventing hazing and promoting a culture of dignity and mutual respect. Hazing has no place in our academic community.