

STUDENT CONDUCT AND DISCIPLINE	2
ACADEMIC HONESTY	2
CAMPUS DISRUPTIVE ACTIVITIES	3
DISCIPLINARY ACTION CODES	3
ADMINISTRATION OF DISCIPLINE PROCEDURE	5
FORMAL HEARING PROCEDURES	6
DETERMINATION OF HEARING (PENALTIES)	6
APPEALS	8
HAZING ACT	9
RACIAL HARASSMENT	11
SEXUAL HARASSMENT	11
STUDENT DEBTS	12
STUDENT EMPLOYMENT	12

STUDENT CONDUCT and DISCIPLINE

Acquaintance with Policies, Rules, and Regulations

Each student is expected to be fully acquainted and comply with all published policies, rules, and regulations of the University and of the Texas State University System, copies of which shall be available to each student in the Student Life office and on-line. Students are also expected to comply with all federal and state laws.

ACADEMIC HONESTY

The University expects all students to engage in all academic pursuits in a manner that is beyond reproach and to maintain complete honesty and integrity in the academic experiences both in and out of their classroom. The University may initiate disciplinary proceedings against a student accused of any form of academic dishonesty, including but not limited to, cheating on an examination or other academic work, plagiarism, collusion, and the abuse of resource materials. "Cheating" includes:

1. Copying from another student's test paper, laboratory report, other report, or computer files, data listings, and/or programs, or allowing another student to copy from same.
2. Using, during a test, materials not authorized by the person giving the test.
3. Collaborating, without authorization, with another person during an examination or in preparing academic work.
4. Knowingly, and without authorization, using, buying, selling, stealing, transporting, soliciting, copying, or possessing, in whole or in part, the contents of a non-administered test.
5. Substituting for another student; permitting any other person, or otherwise assisting any other person to substitute for oneself or for another student in the taking of an examination or test or the preparation of academic work to be submitted for academic credit.
6. Bribing another person to obtain a non-administered test or information about a non-administered test.
7. Purchasing, or otherwise acquiring and submitting as one's own work any research paper or other writing assignment prepared by an individual or firm. This section does not apply to the typing of a rough and/or final version of an assignment by a professional typist.
8. "Plagiarism" means the appropriation and the unacknowledged incorporation of another's work or idea in one's own written work offered for credit.
9. "Collusion" means the unauthorized collaboration with another person in preparing written work offered for credit.
10. "Abuse of resource materials" means the mutilation, destruction, concealment, theft or alteration of materials provided to assist students in the mastery of course materials.
11. "Academic work" means the preparation of an essay, dissertation, thesis, report, problem, assignment, or other project that the student submits as a course requirement or for a grade.
12. "Falsification of Data" means the representation, claim, or use of research, data, statistics, records, files, results, or information that is falsified, fabricated, fraudulently altered, or otherwise misappropriated or misrepresented.

All academic dishonesty cases may be first considered and reviewed by the faculty member. If the faculty member believes that an academic penalty is necessary, he/she may assign a penalty but must notify the student of his/her right to appeal to the department chair, the dean and eventually, to the Provost and Vice President for Academic and Student Affairs before imposition of the penalty. At each step in the process, the student shall be entitled to written notice of the offense and/or of the administrative decision, an opportunity to respond, and an impartial disposition as to the merits of his/her case. The decision of the Provost and Vice President for Academic and Student Affairs shall be final.

In the case of flagrant or repeated violations, the Vice President for Academic and Student Affairs may refer the matter to the Dean of Students for further disciplinary action. No disciplinary action shall become effective against the student until the student has received procedural due process except as provided under Interim Disciplinary Action.

CAMPUS DISRUPTIVE ACTIVITIES

Pursuant to *Education Code, Subsection 51.935 (Disruptive Activities)* Sul Ross State University shall adhere to the following *Rules and Regulations*. No person or group of persons acting in concert may intentionally engage in disruptive activity or disrupt a lawful assembly on the University campus. Disruptive activity means:

1. Obstructing or restraining the passage of persons to the campus or an area of the campus or to an exit, entrance, or hallway of any building without the authorization of the administration.
2. Seizing control of an area of the campus or any building or portion of a building for the purpose of interfering with any administrative, education, research, or other authorized activity.
3. Disrupting and/or preventing or attempting to prevent by force or violence or the threat of force or violence any lawful assembly authorized by the Sul Ross State University administration. A lawful assembly is disrupted when a person in attendance is

Any person who is convicted the third time of violating this statute shall not thereafter be eligible to attend any school, college, or university receiving funds from the State of Texas for a period of two years from such third conviction.

Nothing herein shall be construed to infringe upon any right of free speech or expression guaranteed by the Constitution of the United States or the State of Texas.

DISCIPLINARY ACTION CODES

Each student is expected to act in a manner consistent with Sul Ross State University's functions as an educational institution, including off campus conduct that is likely to have an adverse effect on the University or on the educational process. Specific examples of misconduct for which student may be subject to disciplinary action include, but are not limited to the following:

1. Commission of an act that would constitute an offense under appropriate federal, state, or municipal law.
2. Violation of any Regents' rule, regulation, or order or University policy, rule, or regulation, including any rule or regulation governing residential living in University-owned facilities or breach of a residential living contract.
3. Failure to comply with the direction of a University official acting in the performance of his/her duties, or failure to heed an official summons to the office of a University official within the designated time.
4. Giving false testimony or other evidence at a campus disciplinary or other administrative proceeding.
5. Failure to meet financial obligations to the University.
6. Unauthorized use or possession of ammunition, firearms or items that resemble firearms, illegal knives (knives with blades longer than five and one-half inches, hand instruments designed to cut or stab another by being thrown, stilettos, poniards, Bowie knives, swords, and/or spears), or other illegal weapons on University property.
7. Conduct that significantly endangers the health or safety of other persons, including members of the University community or visitors on the campus, including, by way of example, unauthorized throwing of any objects in or from University facilities.

8. Stealing, destroying, defacing, damaging, or misuse of University property (including misuse of fire or life-safety equipment or property) or property belonging to another.
9. Engaging in hazing or voluntarily submitting to hazing, including an initiation by an organization that involves any dangerous, harmful, or degrading act to a student. Violation of this policy renders the student(s) involved and the organization subject to discipline.
10. Possessing and/or using, without authorization according to University policy, intoxicating beverages in a classroom building, laboratory, auditorium, library building, or faculty or administrative office, residence hall or apartment, intercollegiate and intramural athletic facility, or any other public campus area, or being intoxicated in any public area of the campus.
11. Gambling in any form on University property.
12. Illegal possession, use, sale, or distribution of any quantity, whether usable or not, of any drug, narcotic, or controlled substance.
13. Advocating or recommending either orally or in writing, the conscious and deliberate violation of any federal, state, or local law. Advocacy means addressing an individual or group for imminent action and steering it to such action as opposed to the abstract espousal of the moral propriety of a course of action.
14. Forgery, alteration, or misuse of University documents, forms, records, or identification cards, or issuance of a check to the University or its contractors without sufficient funds.
15. Unauthorized possession, ignition, or detonation of any explosive device, fireworks, liquid, or object that is flammable or which could cause damage by fire or explosion to persons or property on University property.
16. Unauthorized entry into or use of University buildings, facilities, equipment, or resources, or possession or use of University keys for unauthorized purposes.
17. Failure to maintain a current official mailing address in the Office of the Registrar or giving a false or fictitious address to such University office or official.
18. Making false alarms or reports where the person knowingly initiates, communicates, or circulates a report of present, past, or future bombing, fire, offense, or other emergency that s/he knows is false or baseless and that would ordinarily cause action by an official or volunteer agency organized to deal with emergencies; place a person in fear of imminent serious bodily injury; or prevent or interrupt the occupation of a building, room or aircraft, automobile, or other mode of conveyance.
19. Harassment where the individual intentionally threatens, in person, by telephone, electronically, in writing or by other means, to take unlawful action against any person and by this action intentionally, knowingly, or recklessly annoys or alarms the recipient or intends to annoy or alarm the recipient.
20. [Academic dishonesty](#). (See section above).
21. Campus disruptive activities or disorderly conduct on University-owned or controlled property or at a University-sponsored or supervised function which inhibits or interferes with the educational responsibility of the University community or the University's social-educational activities shall include but not be limited to: using abusive, indecent, profane or vulgar language; making offensive gestures or displays which tend to incite a breach of the peace; perpetrating fights, assaults, acts of sexual violence, abuse, or threats; or evincing some obviously offensive manner, or committing an act, that causes a person to feel threatened. Such prohibition includes disorderly classroom conduct that obstructs, interferes with, inhibits and/or disrupts teaching and/or classroom activities.
22. Using authority granted by state law, system rule, or University policy to deprive any person of his or her civil rights.

23. Violation of University policy relating to electronic network facilities such as local area networks and the Internet.
24. Failure to acquire and maintain a Sul Ross-issued student photo identification (I.D.) card; failure to replace a lost/stolen I.D. card; and/or any falsification, misrepresentation or other misuse of the student I.D. card
25. Any attempt to commit these prohibited acts.
26. [Sexual Misconduct \(Chapter III Paragraph 22 and Appendix A-6\)](#)

Suspended, Expelled, and Dismissed Student Restriction

No student who has been suspended, expelled or dismissed for disciplinary reasons from a component of the System shall, during the period of discipline, be eligible to enroll at any other System component. The registrar of a component is authorized to make an appropriate notation on the student's transcript to accomplish this objective and to remove the notation when the student's disciplinary record has been cleared.

ADMINISTRATION OF DISCIPLINE PROCEDURE

The Dean of Student Life shall have primary authority and responsibility for the administration of student discipline at Sul Ross State University and for investigating allegations that a student has violated System and/or University rules and regulations, or specific orders and instructions issued by an administrative official of the University. Any action taken is subject to review by the University president and the Board, and either of whom may approve, amend, or disapprove any action taken by the Dean of Student Life. The Dean of Student Life may designate an appointee to carry out disciplinary functions.

The Dean of Student Life or his/her appointee hereto referred to as officer, will investigate the alleged violations. During the investigation, if the student is available, the officer will give the student an opportunity to explain the incident. If the officer concludes that the student has violated a System or University policy, the officer will determine (but not assess) an appropriate disciplinary penalty.

The officer will discuss his or her findings and his or her determination of an appropriate penalty with the student, if the student is available, and in any case will provide the student an opportunity either to accept or reject the officer's decision.

1. **Administrative Disposition.** If the student accepts the officer's decision, the student will so indicate in writing and waive his or her right to a hearing. The officer may then assess the disciplinary penalty. If the student does not accept the officer's sanction but does accept the officer's decision of guilt, the student may appeal to the administrative official who is the next highest person in the chain of command. By appealing to the next highest administrative official, the student waives all right to a formal hearing with the Disciplinary Hearing Committee.
2. **Disposition through a Formal Hearing.** If the student does not execute a written waiver of the formal hearing process and disputes the facts upon which the charges are based, such charges shall be heard and determined by a fair and impartial committee, hereinafter called the Disciplinary Hearing Committee. The Committee consists of five (5) members of the University faculty and two (2) students. The students shall be nominated by the Student Government Association Senate and selected by the President for one-year terms. Faculty members are selected by the President and serve three-year rotating terms. The President also selects a faculty member of the Committee to serve as chair for a one-year term.

Such charges shall be heard and determined by the Disciplinary Hearing Committee or by the Provost and Vice President for Academic and Student Affairs, but not by both.

FORMAL HEARING PROCEDURES

The Dean of Student Life or a designated appointee initiates the formal hearing process after meeting with the student by preparing a written statement of charges, a statement of the evidence supporting such charges, including a list of witnesses and brief summary of the testimony to be given by each, and sending notification of such charges and statement to the accused student by certified mail, return receipt requested, addressed to the address appearing in the office of Admissions and Records, or by hand delivery of said document with the student signing a receipt.

Except in those cases where immediate interim disciplinary action has been taken under authority of Interim Disciplinary Action, the accused student shall be given at least five (5) class days written notice by the Dean of Student Life or a designated appointee of the date, time, and place for a formal hearing and the names of the current [Disciplinary Hearing Committee](#) members. When immediate interim disciplinary action (such as interim suspension) has been taken, hearings will be held under the procedures set forth below but will be held as soon as practicable within twelve (12) class days after the disciplinary action has been taken unless otherwise agreed to by the student.

Upon a hearing of the charges, the University representative has the burden of going forward with the evidence and the burden of proving the charges by the greater weight of the credible evidence. The hearing shall be conducted in accordance with the procedures adopted by the University that assure both parties (University representative and the accused student) the following minimal rights:

1. Both parties will exchange lists of witnesses, expected testimony, copies of documents to be introduced, and notice of intent to use legal counsel, at a reasonable time prior to the hearing. Each party shall have the right to appear and present evidence in person and to be advised during the hearing by a designated representative or counsel of choice. Each party shall limit its presentation to relevant evidence. The accused student must attend the hearing if the student desires to present evidence. If the student fails to appear, the hearing may proceed.
2. Both the University representative and the accused student shall have the right to question witnesses. The accused student may question witnesses with the advice of his/her designated representative or counsel. All questions shall be limited to relevant evidence.
3. The hearing will be recorded. If either party desires to appeal the finding, a copy of the recording will be produced at the expense of the party appealing the finding and both parties will be furnished a copy for appeals purposes only.

Students Right to Challenge Impartiality

The accused student may challenge the impartiality of the Hearing Officer or a member of the Disciplinary Hearing Committee at any time prior to the introduction of any evidence. The Hearing Officer or member of the Committee shall be the sole judge of whether he or she can serve with fairness and objectivity. In the event the challenged member of the Hearing Committee chooses not to serve, the Provost and Vice President for Academic and Student Affairs will choose a substitute.

DETERMINATION of HEARING (Penalties)

The hearing officer or hearing committee shall render a decision to both parties as soon as practicable as to the guilt or innocence of the accused student and shall, if necessary, assess a penalty or penalties. These penalties, which are not exclusive but may be imposed together with other penalties, include, but are not necessarily limited to:

1. Verbal or Written Warning – The student is notified that he or she is in violation of university policies and that additional violations may result in more severe disciplinary sanctions.

2. Requirement that the student complete a special project that may be, but is not limited to, writing an essay, attending a special class or lecture, or attending counseling session. The special project may be imposed only for a definite term.
3. Cancellation of Residence Hall or Apartment contract.
4. Disciplinary Probation imposed for a definite period of time which stipulates that future violations may result in discipline suspension.
5. Ineligibility for election to student office for a specified period of time.
6. Removal from student or organization office for a specified period of time.
7. Prohibition from representing Sul Ross in any special honorary role.
8. Withholding of official transcript or degree.
9. Bar against readmission.
10. Restitution whether monetary or by specific duties or reimbursement for damage to or misappropriation of University, student, or employee property.
11. Denial or non-recognition of a degree.
12. Suspension of rights and privileges for a specific period of time, including access to electronic network facilities and participation in athletic extracurricular or other student activities.
13. Withdrawing from a course with a grade of W, F, or WF.
14. Failing or reduction of a grade in test or course, and/or retaking of test or course, and/or performing additional academic work not required of other students in the course.
15. Suspension from the University for a specified period of time. During suspension, a student shall not attend classes, participate in any University campus activities, or be allowed on any campus property.
16. Loss of or ineligibility for student grant or loan.
17. Expulsion from the University. A student who is expelled from the University is not eligible for readmission to the University or to any other Texas State University System institution.
18. Dismissal from the University. A student, who is dismissed, is separated from the University for an indefinite period of time.
19. Recording sanctions in Subsections 5.9(9), (11), (13), (14), (15), (17), and (18) may be made on a student's permanent transcript. The University may maintain confidential records of all other sanctions and may consider any prior sanction received by a student in assessing a subsequent sanction. The University shall develop a procedure for expunging those records not transcribed on a student's permanent transcript within a reasonable time not to exceed five (5) years after the student ceases to be enrolled.

A student who, by a preponderance of the evidence, under the Rules and Regulations, Texas State University System, is found to have illegally possessed, used, sold or distributed any drug, narcotic, controlled substance, or drug

paraphernalia including residue, whether the infraction is found to have occurred on or off campus, shall be subject to discipline, ranging from mandatory, university or college approved counseling to expulsion. Students for whom there is a reasonable suspicion of involvement with drugs or controlled substances will be required to submit to an appropriate drug test administered by the University's Coordinator of Health Services or other qualified university official. Mitigating or aggravating factors in assessing the proper level of discipline shall include, but not necessarily be limited to, the student's motive for engaging in the behavior, disciplinary history; effect of the behavior on safety and security of the university or college community; and the likelihood that the behavior will recur. The university will exercise their right as a result of being found guilty of a violation of the drug policy and placed on probation to perform random drug tests on students at any time during the probation. If at any time the student is found to test positive for any illegal drugs, the student will be suspended per the duration above. A student who has been suspended, dismissed, probated, or expelled from the university shall be ineligible to enroll at any other Texas State University System university during the applicable period of discipline. The registrar is authorized to make an appropriate notation on the student's transcript to accomplish this objective and to remove the notation when the student's disciplinary record has been cleared. A second infraction for a drug-related offense shall result in permanent expulsion from the University and from all other institutions in The Texas State University System.

APPEALS

Neither party may appeal if the Dean of Student Life or a designated appointee or the Disciplinary Hearing Committee determines that the allegations against the accused student are true, but the only punishment assessed is verbal or written warning. In those cases, the determination of the Dean of Student Life or a designated appointee or the Disciplinary Hearing Committee is final. However, in all other cases, either party may appeal. If the hearing officer has been an appointee designated by the Dean of Student Life, the appeal will be made to the Dean of Student Life. If the Dean of Student Life has been the hearing officer or if the Disciplinary Hearing Committee has made the determination, the appeal will be made to the Provost and Vice President for Academic and Student Affairs. Written notice of appeal must be received by the Dean of Student Life, or, as appropriate, by the Provost and Vice President for Academic and Student Affairs within five (5) business days after the decision.

An appeal is not simply a rehearing of the original case. An appeal must be based on:

1. Whether or not a fair hearing was afforded. A fair hearing includes notice of the alleged misconduct, and an opportunity to present evidence;
2. Whether or not the sanctions levied were appropriate to the offence;
3. Whether or not the finding was supported by the evidence; and/or
4. Whether or not there is an introduction of new evidence that was not available at the time of the hearing.

Both parties, at the discretion of the Vice President or Dean, may submit oral or written arguments to support their positions. In order for the appeal to be considered, the appealing party must submit all necessary documentation, including written arguments when appropriate, to the Vice President or Dean within five (5) business days after giving notice of appeal. The Vice President or Dean may approve, reject, or modify the decision. The Vice President or Dean also has the option of remanding the matter to the original hearing officer or hearing committee for reconsideration. The appeal office shall respond to the appeal within ten (10) business days after all the documentation was received and all testimony was heard, or he or she may postpone a decision for good cause.

Review of the Provost and Vice President for Academic and Student Affairs

The Vice President may review any disciplinary case and may approve, reject, modify the decision or remand the matter to the original hearing officer or committee for reconsideration.

President's Right to Review

The President may review any disciplinary case, and approve, reject, or modify the decision or remand the matter to the original hearing officer or hearing committee for reconsideration.

Board of Regents' Right to Review

The Board of Regents retains the right to review any disciplinary action and approve, reject, or modify the decision or remand the matter to the original hearing committee for reconsideration.

Interim Disciplinary Action

The Dean of Student Life, the Provost and Vice President for Academic and Student Affairs, or the President of the University may take immediate interim disciplinary action, including suspension, pending a hearing against a student for violation of a rule and regulation of the System or of the university at which the accused is a student when the continuing presence of the student poses a danger to persons or property or an ongoing threat of disrupting the academic process. In the event that the interim disciplinary action includes suspension, the University official involved shall, as soon as possible, notify the President and the Vice Chancellor and General Counsel of such action.

Civil Proceedings

Every student is expected to obey all federal, state, and local laws and is expected to be familiar with the requirements of such laws. Any student who violates any provision of those laws is subject to disciplinary action, including expulsion, notwithstanding any action taken by civil authorities on account of the violation.

HAZING ACT

Passed by State Legislature, 1987 (The following is excerpted from Texas State statutes and is binding on this University, its organizations, and students.) An act relating to offenses to hazing at or in connection with an educational institution; providing criminal penalties. Be It Enacted By The Legislature Of The State Of Texas:

Section 1. Section 4.01 through 4.50, Education Code, as amended, are designated as Subchapter A, Chapter 4, Education Code, and that chapter is amended by adding a subchapter designation immediately after the chapter heading to read as follows: Subchapter A. General Provisions Section 2. Chapter 4, Education Code, as amended by adding Subchapter B to read as follows:

Subchapter B. Hazing, Sec. 4.51. Definitions. In this subchapter:

1. "Educational institution" includes a public or private:
 - a) High school; or
 - b) College, university, or other post-secondary educational establishment.
2. "Pledge" means any person who has been accepted by, is considering an offer of membership from, or is in the process of qualifying for membership in an organization.
3. "Pledging," means any action or activity related to becoming a member of an organization.
4. "Student" means any person who:
 - c) Is registered in or in attendance at an educational institution;
 - d) Has been accepted for admission at the educational institution where the hazing incident occurs; or
 - e) Intends to attend an educational institution during any of its regular sessions after a period of scheduled vacation.

6. "Organization" means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, or service, social, or similar group, whose members are primarily students at an educational institution.
7. "Hazing" means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution.

The term includes but is not limited to:

1. Any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;
2. Any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
3. Any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance which subjects the student to an unreasonable risk of harm or which adversely affects the mental or physical health or safety of the student;
4. Any activity that intimidates or threatens the student with ostracism, that subjects the student to extreme mental stress, shame, or humiliation, or that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution, or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this subsection; or
5. Any activity that includes, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code.

Sec. 4.52. Personal Hazing Offense

1. A person commits an offense if the person:
 - a) Engages in hazing;
 - b) Solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;
 - c) Intentionally, knowingly, or recklessly permits hazing to occur; or
 - d) Has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution or firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report said knowledge in writing to the Dean of Student Life or other appropriate official of the institution.
1. The offense of failing to report is a misdemeanor punishable by a fine not to exceed \$1,000, confinement in county jail for not more than 180 days, or both such fine and confinement.
2. Any other offense under this section which does not cause serious bodily injury to another is a misdemeanor punishable by a fine of not less than \$500 nor more than \$1,000, confinement in county jail for not less than 90 days nor more than 180 days, or both such fine and confinement.
3. Any other offense under this section which causes serious bodily injury to another is a misdemeanor punishable by a fine of not less than \$1,000 nor more than \$5,000, confinement in county jail for not less than 180 days nor more than one year, or both such fine and confinement.
4. Any other offense under this section which causes the death of another is a misdemeanor punishable by a fine of not less than \$5,000 nor more than \$10,000, confinement in county jail for not less than one year nor more than two years, or both such fine and confinement.

Except when an offense causes the death of a student, in sentencing a person convicted of an offense under this section, the court may require the person to perform community service, subject to the same conditions imposed on community service probationers by Subdivision (1), Subsection (e), and Subsection (c), (d), (g), and (h) of Section 10A, Article 42.12, Code of Criminal Procedure, for an appropriate period of time in lieu of confinement in county jail or in lieu of a part of the time the person is sentenced to confinement in county jail.

RACIAL HARASSMENT

Sul Ross State University provides equal educational opportunities for all students and equal employment opportunities for all applicants and employees and otherwise fosters an environment free of racial intimidation, humiliation, and harassment. Racial harassment, as defined herein, is expressly prohibited.

1. Racial Harassment is defined as extreme or outrageous acts or communications that are intended to harass, intimidate, or humiliate students, faculty, staff or visitors on account of race, color, or national origin and that reasonably cause them to suffer severe emotional distress. No student, faculty, or staff employee may engage in racial harassment of any person on the Sul Ross campus or in connection with a University-sponsored activity.
2. No student, faculty or staff person may use authority granted by state law, by System rule, or by University policy to deprive any person of his or her civil rights on the Sul Ross campus or in connection with a University-sponsored activity.
3. If a violation of this policy is committed on campus and/or in connection with a University-sponsored activity because of the race, color, or national origin of any person directly harmed by such violation, the violator's discriminatory purpose will be treated as an aggravating factor for the purpose of determining the appropriate penalty.

Procedures for redressing racial harassment complaints of students, faculty, staff or visitors shall be in accordance with published procedures established by the university. All complaints shall be considered informal until they are filed in writing. Student complaints should be directed to the Dean of Student Life.

Once a disciplinary penalty is imposed, the accused, whether a student or a faculty or staff employee, shall have his/her full right to invoke applicable appeal procedures according to existing University policies.

SEXUAL HARASSMENT

No employee, student, or contractor of the University may sexually harass another person and will be subject to disciplinary action for a violation of this policy.

1. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic career; (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the individual; (3) such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive employment or academic environment.
2. In determining whether alleged conduct constitutes sexual harassment, the University shall construe any act or omission within the totality of the circumstances, such as the nature of the sexual advances and the context in which the alleged incidents occurred. Each determination shall be made from the facts on a case-by-case basis.
3. The University may not dismiss a complaint once registered with an appropriate authority until the University has resolved the case. However, the

University may take appropriate disciplinary action for any sexual harassment occurring in the employment or academic environment even in the absence of an individual complaint. Disciplinary action may consist of action up to and including termination of employment or, in the case of students, expulsion from the University or from the System.

4. The University has adopted a policy statement and procedures prohibiting sexual harassment and requiring prompt and appropriate corrective action for a violation of this policy and relevant federal and state laws on sexual harassment. This policy is outlined under the section Students Rights and Responsibilities on page 31.
5. To the fullest extent practicable, the University shall keep complaints of sexual harassment and the terms of their resolution confidential.
6. If disciplinary action is imposed on an individual for engaging in sexual harassment, the individual may invoke the applicable appeal procedures of the University.
7. The relief provided by the University to a complainant does not depend on any resolution of the complaint or disciplinary action against the accused individual.

STUDENT DEBTS

Debts of Students or Organizations

Neither the System nor the University is responsible for debts contracted by individual students or by student organizations. On the other hand, all students and student organizations are expected to conduct themselves honorably in all commercial transactions. Neither the System nor the University will assume the role of a collection agency except for moneys owed to the System nor the University adjudicate disputes between students and creditors over the existence or the amounts of debts except with prior approval of the President of the University or a designated appointee in those cases where the interests of the University may be a factor.

Students' Financial Obligations

Students are expected to meet their financial obligations to the University within the designated time allowed. Registration fees are payable at the time of registration, and students are not entitled to enter class or laboratory until their fees and deposits have been paid. Other charges and financial obligations are due at registration or within ten days after a bill is rendered by the University or according to the special payment instructions that may be printed on the bill.

Penalties for Failure to Pay

Failure to pay in the allotted time the amount owed to the University for tuition, fees, charges, or any other financial obligations may result in any or all of the following:

1. Dismissal from the University or other disciplinary actions.
2. Withholding of future registration privileges.
3. Withholding of an official certified transcript.
4. Withholding the conferring of a degree.
5. Bar against readmission for the student.
6. Assessment of late fees and/or reinstatement fees.

STUDENT EMPLOYMENT

Students being considered for employment at the University must be in good academic and disciplinary standing, enrolled at least half time, and making satisfactory progress towards a degree. A student who has been admitted on probation and is employed will not be eligible for employment for more than one additional semester unless the academic probation is removed. A student will be relieved of his/her employment responsibilities at the time he/she receives a disciplinary penalty or probation or deferred suspension and will not be permitted to hold a position on campus until all disciplinary sanctions have been lifted.

A student placed on academic probation at the end of a semester in which he/she has been employed will not be eligible for employment for more than one additional semester unless the academic probation is removed or upon approval by the Counseling Center at the request of the department employing the student. This request is to be submitted to the Counseling Center who will review the student's status and make a recommendation for or against continued employment. A recommendation for continued employment shall include an academic progress plan (contract) signed by the student and a counselor. It is the intent of the Counseling Center to assist the student in overcoming his/her probationary status and achieve the desired G.P.A.

Additional information regarding [student employment](#) and employment application can be accessed at Career Services and Testing.