WELCOME TO SOUTHERN

Your university experience here at Southern will present you with many decisions, choices and opportunities; it will offer you many new and exciting areas in which you can expand and grow. The next few years you spend as a student occur at a very special time in your life. In order to take advantage of this opportunity, you should always keep in mind that while professors may profess and teachers may teach, only the student can learn. Learning is up to you. Today a university degree is as common as a high school diploma once was. By itself it will not guarantee success. What will count in the future will be how much you know rather than what pieces of parchment you happen to possess. “College is what you make it” is more than a cliché; it is an accurate statement. It is our hope that you have a rich and rewarding experience at Southern, one which will tip the opportunities of the future in your direction.

Darren Fullerton  
Vice President for Student Affairs
WELCOME TO SOUTHERN ........................................................................................................2

Statement of Principles ...........................................................................................................7

Academic Integrity ..................................................................................................................7

Whom To See ..........................................................................................................................8
  University President .............................................................................................................8
  Student Affairs .....................................................................................................................8
  Academic Affairs ..................................................................................................................10
  Business Affairs ..................................................................................................................11
  Development/Foundation .....................................................................................................12

Student Conduct .....................................................................................................................13

Missouri Southern State University: Code of Student Conduct ...........................................14
  Mission/Vision/Philosophy of Missouri Southern State University Code of Conduct ..........14
  Jurisdiction ..........................................................................................................................14
  Violations of the Law ..........................................................................................................16
  Missouri Southern State University Campus Guidelines and Rules ....................................16
  Overview of the Conduct Process ......................................................................................21
    Formal Conduct Procedures .............................................................................................21
      Missouri Southern State University as Convener ............................................................21
      Group Violations .............................................................................................................21
      Notice of Alleged Violation ............................................................................................22

Investigation: ............................................................................................................................22
  Special Provisions for Sexual Misconduct, Discrimination and Other Complaints of a Sensitive Nature ......24
  Conduct Sanctions ...............................................................................................................26
  Parental Notification ..........................................................................................................28
  Notification of Outcomes ....................................................................................................28
  Failure to Complete Conduct Sanctions .............................................................................28
  Appeal Review Procedures .................................................................................................29
  Emergency Evaluation Procedures ......................................................................................31
  Sexual Violence/Assault .......................................................................................................32

Traffic, Security and I.D.s .........................................................................................................39
  Vehicle Registration ............................................................................................................39
  Services Provided by the University Police Department ......................................................39
  Answering calls for service .................................................................................................40
  Compiling reports for incidents and accidents .................................................................40

Campus Activities Board (CAB) ...........................................................................................42
Registered Student Organizations (RSO’s) .................................................................42
Departmental Groups* ..........................................................................................42
Greeks ....................................................................................................................42
Honor Societies .....................................................................................................42
Religious Groups ..................................................................................................42
Special Interest Groups .......................................................................................42
Student Government ............................................................................................43
Definition and Approval .....................................................................................43
Adviser ...................................................................................................................43
Scheduling Activities ...........................................................................................43
Deadlines ...............................................................................................................44
Refreshments and Meals .......................................................................................44
Annual Organization Report ...............................................................................44
Registered Student Organization Orientation ..................................................44
Standard of Conduct and Discipline .................................................................44
Use of the University Name ...............................................................................45
Finances ...............................................................................................................45
Housing .................................................................................................................46
Fundraising by Recognized Student Organizations ..........................................46
Posters, Announcements, and Notices ...............................................................46
Sidewalk Chalking Policy ...................................................................................47

Lion Card ID .........................................................................................................47

Campus Recreation ...............................................................................................48

  Guidelines for Use of University Grounds .......................................................48
  Use of Facilities Policy Statement of the Board of Governors ......................50

Electronic Device Policy ......................................................................................50

Smoking and Tobacco Use Policy .......................................................................51

Procedures for Recommending Change .............................................................51

Interpretations of Regulations ............................................................................51

Solicitation ............................................................................................................51

Voter Registration .................................................................................................51

Residence Life .......................................................................................................52

  General Information .........................................................................................52
  Residence Hall Association ..............................................................................52
  Room Assignments ............................................................................................52
  Roommates ........................................................................................................52
  Overnight Guest Policy (Friday and Saturday only) ........................................52
  Alcohol, Drugs or Tobacco ..............................................................................53
  Firearms .............................................................................................................53
  Quiet Hours ........................................................................................................53
  Open House Hours (Visitation) ......................................................................53
  Mayes Student Life Center ..............................................................................53
  Dining Services .................................................................................................53
Policy Changes ................................................................. 54
Cooperation with Authorities ............................................. 54
Notification of Rights Under FERPA .................................... 54
Disability Access ............................................................... 54
Equal Opportunity ............................................................. 55
Classroom Visitation .......................................................... 55
Academic Evaluation and Grade Appeals ............................... 55
Student Grievance Procedure .............................................. 56
Informal process: ............................................................. 56
Formal Process: ............................................................... 56
Equal Opportunity ............................................................. 56
Disability Access ............................................................... 56
Notification of Rights Under FERPA .................................... 56
Parental Notification .......................................................... 56
Cooperation with Authorities .............................................. 56
Policy Changes................................................................... 57
Willcoxon University Health Center .................................... 57
Services Available ............................................................. 57
Communicable Diseases ..................................................... 57
Prevention of Blood Borne Diseases ..................................... 57
Emergency Policy ............................................................. 57
Immunization Policies ........................................................ 57
U.S. Students: ................................................................. 57
International Students: ...................................................... 57
General Disease and Immunization Information MEASLES, MUMPS AND RUBELLA (MMR): ........................................ 58
Policies ........................................................................................................................................... 71

General Provisions .......................................................................................................................... 71

Philosophy Statement for the First-Year Experience ...................................................................... 71

University Services .......................................................................................................................... 75

Equal Employment Opportunity Policy Statement ....................................................................... 75

Harassment .................................................................................................................................... 75

Title IX Statement ............................................................................................................................ 77

Sex Discrimination ............................................................................................................................ 77

Sexual Violence/Assault Policy and Other Discipline Policies ....................................................... 81
Statement of Principles

Missouri Southern State University has an obligation to its students and to the larger society of which it is a part to provide the fullest opportunity for a free exchange and critical evaluation of diverse viewpoints. This means freedom to teach, freedom to learn, freedom to discuss and freedom to expose ideas to the critical analysis appropriate to the University setting. In order to accomplish this objective, the administration, faculty and students have a continuing responsibility for preserving the use of the institution’s freedom to teach, to discuss and to explore. The University’s dedication to the spirit of free inquiry requires the examination and evaluation of controversial viewpoints, but obviously does not require the endorsement of such viewpoints. Divergent points of view must be recognized, but at the same time kept within a framework of orderly conduct in accordance with human dignity, respect for the individual and the responsibilities of the University.

Academic Integrity

Missouri Southern State University is committed to academic integrity and expects all members of the university community to accept shared responsibility for maintaining academic integrity. Academic work is evaluated on the assumption that the work presented is the student’s own, unless designated otherwise. Submitting work that is not one’s own is unacceptable and is considered a serious violation of University policy. Cheating is a serious offense that invalidates the purpose of a university education. Any student who takes credit for the work of another person, offers or accepts assistance beyond that allowed by an instructor, or uses unauthorized sources for a test or assignment is cheating. Students must be conscious of their responsibilities as scholars, to learn to discern what is included in plagiarism as well as in other breaches of the Student Handbook, and must know and practice the specifications for citations in scholarly work. When dealing with cases of academic dishonesty, the course instructor may choose to use the campus judicial system; this includes filing an incident report with the Dean of Students, who may act on the report by issuing a written warning or by recommending disciplinary probation, suspension or expulsion. Penalties for academic dishonesty may include a failing grade on the assignment, a failing grade in the course, or any other course-related sanction the instructor determines to be appropriate.
Whom To See

University President

Dr. Alan D. Marble
*Hearnes Hall Ext. 9501*

Student Affairs

Vice President for Student Affairs – Darren Fullerton
*Billingsly Student Center 347, Ext. 3135*

1. Student Services
2. Career Services
3. Financial Aid
4. Registrar’s Office
5. Advising, Counseling, and Testing
6. First Year Experience (FYE)
7. Student Success Center
8. Disability Services
9. TRIO Programs (Upward Bound, Educational Talent Search, Project STAY)

Dean of Students – Dr. Ron Mitchell
*Billingsly Student Center 347, Ext. 9392*

1. Residence Life (Housing), Health Center, Recreation Services, BSC, Student Life, CAB, Student Senate
2. Student conduct
3. Student personnel issues
4. Student insurance
5. Student Handbook
6. University standards, policies, and procedures
7. Reporting emergencies, extended absences, and grievances
8. University food service
9. Campus Police Department - Public Safety
10. Title IX Coordinator

Director of Career Services – Alex Gandy
*Spiva Library 207, Ext. 9343*

1. Filing of graduation placement papers
2. Full-time employment search assistance
3. Career information library
4. Tips for resumes, application letters and interviews
5. Interview scheduling
Director of Campus Recreation – Steven Benfield
*Billingsly Student Center 241, Ext. 9693*

1. Beimdiek Recreation Center
2. General information about recreation and intramurals
3. Scheduling for pool and racquetball courts
4. Information about special recreation classes, seminars, and training sessions.

Director of Student Life – Landon Adams
*Billingsly Student Center 210, Ext 9346*

1. General information about all campus activities
2. Information about Campus Activities Board (CAB)
3. All-campus activities calendar
4. Information about campus organizations
5. Bulletin board approval
6. Information about sponsoring events or starting new organizations
7. Approval of on-campus publicity – posters, fliers, etc.
8. Information concerning Homecoming, multi-cultural events, substance abuse programming
9. Suggestions about campus programming
10. Greek life

Director of Residence Life – Josh Doak
*Mayes Student Life Center 102, Ext 4460*

1. Information concerning residence life
2. Information about intersession housing, conferences & camps
3. Information concerning the Mayes Student Life Center

Chief, Campus Police – Ken Kennedy
*Public Safety Annex, Ext 9741*

1. Provide welfare and safety of the campus community
2. Assists in matters concerning safety, crime prevention/reporting and security

Director of Willcoxon Health Center – Julie Stamps, R.N., F.N.P.
*Billingsly Student Center 242, Ext 9323*

1. General information about all health services
2. Information about on-campus open clinic hours with the University physician
3. Health referrals

Director of Advising, Counseling, & Testing Services (ACTS) – Kelly Wilson
*Hearnes Hall 314, Ext. 9363*

1. General information about personal & academic counseling services
2. Academic planning and scheduling
3. Veteran’s advising
4. Testing Services
5. Non-traditional student assistance
6. Information about Southern Welcome (summer orientation)
Director of Financial Aid – Becca Diskin  
*Hearnes Hall 109, Ext. 5422*

1. General information about all financial aid  
2. Scholarships  
3. On-campus employment information  
4. Off-campus, part-time employment search assistance

Director of Student Success Center – Stephanie Hopkins  
*Hearnes Hall 301, Ext. 3725*

1. Academic support services including tutoring, study skills, test taking strategies, developing writing skills, time management techniques and increasing math proficiency  
2. Students with disabilities general information about services, certification and advising

Registrar – Cheryl Dobson  
*Hearnes Hall 101, Ext. 9340*

1. Academic information including transcripts, grades, dropping a class, educational records and change of major  
2. Directory information

Upward Bound – Robin Hicklin  
*Anderson Criminal Justice 19, Ext. 9890*

Educational Talent Search – Jim Kimbrough  
*Anderson Criminal Justice 19, Ext. 5442*

Project STAY – Dory Quinn  
*Hearnes Hall 308, Ext. 9830*

**Academic Affairs**

Vice President for Academic Affairs  
Dr. Paula Carson  
*Hearnes Hall, Room 200, Ext 9394*

1. School of Arts and Sciences  
2. School of Business Administration  
3. School of Education  
4. School of Health Sciences, Public Safety and Technology  
5. Assessment and Institutional Research Center  
6. Honors Program  
7. Institute of International Studies  
8. Distance Learning  
9. Spiva Library
Asst. Provost/Vice President for Academic Affairs
Dr. Wendy McGrane
Hearnes Hall, Room 208, 9592

1. Permission to drop a course after drop date has passed
2. Permission to graduate in absentia
3. Permission for dual enrollment in two institutions
4. Information concerning academic probation or suspension
5. Arrangements to take final examinations at other than regularly scheduled times when more than three examinations are scheduled on a single day

Dean, Arts and Sciences
Dr. Richard Miller
Hearnes Hall, Room 306, Ext. 9385

1. Information concerning Art, Communications, English, Foreign Languages, History, Political Science, Philosophy, Music, Sociology, Theater, Mathematics, Science, and concerning Law Enforcement, Criminal Justice.

Interim Dean, Plaster School of Business and Technology
Dr. Chris Moos
Plaster Hall, Room 302, Ext. 9603

1. Information concerning Business Administration, Marketing, Management, Accounting and General Business. Information Concerning School of Technology and all Technical Programs.

Dean, School of Education and Psychology
Dr. Deb Brown
Taylor Education & Psychology Building, Room 223, Ext. 9314

1. Information concerning Education, Psychology, Kinesiology, Teacher Training and University Day Care

Dean, Health Sciences
Dr. Richard Schooler
Anderson Justice Center, Room 126, Ext. 9328

1. Information Concerning Nursing and Dental Hygiene

Business Affairs

Vice President for Business Affairs
Rob Yust
Hearnes Hall, Room 204, Ext 9395

1. Business Office operations
2. Bursar
3. Physical Plant and maintenance
4. Computer Information Services
5. Human Resources

Development/Foundation

Executive Vice President for Development
Dr. Brad Hodson
Hearnes Hall, Room 214, Ext. 9396

1. MSSU Foundation
2. Major gifts
3. Planned giving
4. University Marketing and Relations
5. Admissions

Associate Vice President for Development
Mr. Kevin Greim
Hearns Hall, Room 201, Ext. 3104

Director of University Relations & Marketing
Cassie Matthes
Manson Annex, Ext. 9365

1. Professional public relations firm, providing news, publications, photography, advertising and promotional services for the University.

Director of Admissions – Derek Skaggs
Hearnes Hall 106, Ext. 9537

1. General information about the University
2. International Student Admissions
3. Admissions procedures
4. Campus Tours
Student Conduct

Core Values of Student Conduct at Missouri Southern State University

- **Integrity**: Missouri Southern State University students exemplify honesty, honor and a respect for the truth in all of their dealings.

- **Community**: Missouri Southern State University students build and enhance their community.

- **Social Justice**: Missouri Southern State University students are just and equitable in their treatment of all members of the community and act to discourage and/or intervene to prevent unjust and inequitable behaviors.

- **Respect**: Missouri Southern State University students show positive regard for each other, for property and for the community.

- **Responsibility**: Missouri Southern State University students are given and accept a high level of responsibility to self, to others and to the community.

Missouri Southern State University students are responsible for knowing the information, policies and procedures outlined in this document. Missouri Southern State University reserves the right to make changes to this code as necessary and once those changes are posted online, they are in effect. Students are encouraged to check online [http://www.mssu.edu/dean-of-students/conduct-standards-grievances.php#conduct](http://www.mssu.edu/dean-of-students/conduct-standards-grievances.php#conduct) for the updated versions of all policies and procedures.
Missouri Southern State University: Code of Student Conduct

Mission/Vision/Philosophy of Missouri Southern State University Code of Conduct

Missouri Southern State University community is committed to fostering a campus environment that is conducive to academic inquiry, a productive campus life and thoughtful study and discourse. The student conduct program within the Dean of Student’s office is committed to an educational and developmental process that balances the interests of individual students with the interests of Missouri Southern State University community.

A community exists on the basis of shared values and principles. At Missouri Southern State University, student members of the community are expected to uphold and abide by certain standards of conduct that form the basis of the Code of Student Conduct. These standards are embodied within a set of core values that include integrity, social justice, respect, community, and responsibility.

Each member of Missouri Southern State University community bears responsibility for their conduct and to assume reasonable responsibility for the behavior of others. When members of the community fail to exemplify these five values by engaging in violation of the rules below, campus conduct proceedings are used to assert and uphold the Code of Student Conduct.

The student conduct process at Missouri Southern State University is not intended to punish students; rather, it exists to protect the interests of the community and to challenge those whose behavior is not in accordance with our policies. Sanctions are intended to challenge students’ moral and ethical decision-making and to help them bring their behavior into accord with our community expectations. When a student is unable to conform their behavior to community expectations, the student conduct process may determine that the student should no longer share in the privilege of participating in this community.

Students should be aware that the student conduct process is quite different from criminal and civil court proceedings. Procedures and rights in student conduct procedures are conducted with fairness to all, but do not include the same protections of due process afforded by the courts. Due process, as defined within these procedures, assures notice and a hearing before an objective decision-maker. No student will be found in violation of Missouri Southern State University policy without information showing that it is more likely than not that a policy violation occurred and any sanctions will be proportionate to the severity of the violation and to the cumulative conduct history of the student.

Jurisdiction

Students at Missouri Southern State University are provided a copy of the Code of Student Conduct annually in the form of a link on the Missouri Southern State University website. Hard copies are available upon request from the Office of the Dean of Students. Students are responsible for having read and abiding by the provisions of the Code of Student Conduct.

The Code of Student Conduct and the student conduct process apply to the conduct of individual students, both undergraduate and graduate, including all Missouri Southern State University-affiliated student organizations. For the purposes of student conduct, Missouri Southern State University considers an individual to be a student when an offer of admission has been extended and thereafter as long as the student has a continuing educational interest in Missouri Southern State University.
Missouri Southern State University retains conduct jurisdiction over students who choose to take a leave of absence, withdraw or have graduated for any misconduct that occurred prior to the leave, withdrawal or graduation. If sanctioned, a hold may be placed on the student’s ability to re-enroll and all sanctions must be satisfied prior to re-enrollment eligibility. In the event of serious misconduct committed while still enrolled but reported after the accused student has graduated, Missouri Southern State University may invoke these procedures and should the former student be found responsible, Missouri Southern State University may revoke that student’s degree.

The Code of Student Conduct applies to behaviors that take place on the campus, at Missouri Southern State University-sponsored events and may also apply off-campus when the Dean of Students or designee determines that the off-campus conduct affects a substantial Missouri Southern State University interest. ¹

A substantial Missouri Southern State University interest is defined to include:

- Any situation where it appears that the student’s conduct may present a danger or threat to the health or safety of him/herself or others; and/or
- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational mission and/or interests of Missouri Southern State University;

The Code of Student Conduct may be applied to behavior conducted online, via email or other electronic medium. Students should also be aware that online postings such as blogs, web postings, chats and social networking sites are in the public sphere and are not private. These postings can subject a student to allegations of conduct violations if evidence of policy violations is posted online. Missouri Southern State University does not regularly search for this information but may take action if and when such information is brought to the attention of Missouri Southern State University officials. Most online speech by students not involving the University networks or technology will be protected as free expression and not subject to this Code, with two notable exceptions:

- A true threat, defined as “a threat a reasonable person would interpret as a serious expression of intent to inflict bodily harm upon specific individuals”;
- Speech posted online about the Missouri Southern State University or its community members that causes a significant on-campus disruption.

The Code of Student Conduct applies to guests of community members whose hosts may be held accountable for the misconduct of their guests. The Code may also be applied to resident non-students, campers and high school bridge/extension/partner/dual-credit and continuing education programs by contractual agreements. Visitors to and guests of Missouri Southern State University may seek resolution of violations of the Code of Student Conduct committed against them by members of Missouri Southern State University community.

There is no time limit on reporting violations of the Code of Student Conduct; however, the longer someone waits to report an offense, the harder it becomes for Missouri Southern State University officials to obtain information and witness statements and to make determinations regarding alleged violations.

1 Adapted, with gratitude, from Penn State University.
Though anonymous complaints are permitted, doing so may limit the University’s ability to investigate and respond to a complaint. Those who are aware of misconduct are encouraged to report it as quickly as possible to the Office of the Dean of Students and/or to Campus Police.

A responding student facing an alleged violation of the Code of Student Conduct is not permitted to withdraw from the University until all allegations are resolved.

Missouri Southern State University email is the University’s primary means of communication with students. Students are responsible for all communication delivered to their Missouri Southern State University email address.

Violations of the Law

Alleged violations of federal, state and local laws may be investigated and addressed under the Code of Student Conduct. When an offense occurs over which Missouri Southern State University has jurisdiction, the University conduct process will usually go forward notwithstanding any criminal complaint that may arise from the same incident.

Missouri Southern State University reserves the right to exercise its authority of interim suspension upon notification that a student is facing criminal investigation and/or complaint (additional grounds for interim suspension are outlined below. Interim suspensions are imposed until a hearing can be held, typically within two weeks. This hearing may resolve the allegation, or may be held to determine if the interim suspension should be continued. The interim suspension may be continued if a danger to the community is posed and Missouri Southern State University may be delayed or prevented from conducting its own investigation and resolving the allegation by the pendency of the criminal process. In such cases, the University will only delay its hearing until such time as it can conduct an internal investigation or obtain sufficient information independently or from law enforcement upon which to proceed.

Students accused of crimes may request to take a leave from Missouri Southern State University until the criminal charges are resolved. In such situations, the University procedure for voluntary leaves of absence is subject to the following conditions:

- The responding student must comply with all campus investigative efforts that will not prejudice their defense in the criminal trial; and
- The responding student must comply with all interim actions and/or restrictions imposed during the leave of absence; and
- The responding student must agree that, in order to be reinstated to active student status, they must first be subject to, and fully cooperate with, the campus conduct process and must comply with all sanctions that are imposed.

Missouri Southern State University Campus Guidelines and Rules

Core Values and Behavioral Expectations

The University considers the behavior described in the following sub-sections as inappropriate for the University community and in opposition to the core values set forth in this document. These expectations and rules apply to all students, whether undergraduate, graduate, or professional. Missouri Southern State
University encourages community members to report to University officials all incidents that involve the following actions. Any student found to have committed or to have attempted to commit the following misconduct is subject to the sanctions outlined in Section 7: Conduct Procedures.

1) **Academic Dishonesty**

**Statement of Principles**

Missouri Southern State University has an obligation to its students and to the larger society of which it is a part to provide the fullest opportunity for a free exchange and critical evaluation of diverse viewpoints. This means freedom to teach, freedom to learn, freedom to discuss and freedom to expose ideas to the critical analysis appropriate to the University setting. In order to accomplish this objective, the administration, faculty and students have a continuing responsibility for preserving the use of the institution’s freedom to teach, to discuss and to explore. The University’s dedication to the spirit of free inquiry requires the examination and evaluation of controversial viewpoints, but obviously does not require the endorsement of such viewpoints. Divergent points of view must be recognized, but at the same time kept within a framework of orderly conduct in accordance with human dignity, respect for the individual and the responsibilities of the University.

**Academic Integrity**

Missouri Southern State University is committed to academic integrity and expects all members of the university community to accept shared responsibility for maintaining academic integrity. Academic work is evaluated on the assumption that the work presented is the student’s own, unless designated otherwise. Submitting work that is not one’s own is unacceptable and is considered a serious violation of University policy. Cheating is a serious offense that invalidates the purpose of a university education. Any student who takes credit for the work of another person, offers or accepts assistance beyond that allowed by an instructor, or uses unauthorized sources for a test or assignment is cheating. Students must be conscious of their responsibilities as scholars, to learn to discern what is included in plagiarism as well as in other breaches of the Student Handbook, and must know and practice the specifications for citations in scholarly work. When dealing with cases of academic dishonesty, the course instructor may choose to use the campus judicial system; this includes filing an incident report with the Dean of Students, who may act on the report by issuing a written warning or by recommending disciplinary probation, suspension or expulsion. Penalties for academic dishonesty may include a failing grade on the assignment, a failing grade in the course, or any other course-related sanction the instructor determines to be appropriate.

2) **Unauthorized Access.** Unauthorized access to any Missouri Southern State University building (i.e. keys, cards, etc.) or unauthorized possession, duplication or use of means of access to any University building or failing to timely report a lost Missouri Southern State University identification card or key;

3) **Collusion.** Action or inaction with another or others to violate the Code of Student Conduct;

4) **Trust.** Violations of positions of trust within the community;

5) **Election Tampering.** Tampering with the election of any Missouri Southern State University-recognized student organization.
6) **Taking of Property.** Intentional and unauthorized taking of Missouri Southern State University property or the personal property of another, including goods, services and other valuables;

7) **Stolen Property.** Knowingly taking or maintaining possession of stolen property;

8) **Disruptive Behavior.** Substantial disruption of Missouri Southern State University operations including obstruction of teaching, research, administration, other University activities, and/or other authorized non-University activities which occur on campus;

9) **Rioting.** Causing, inciting or participating in any disturbance that presents a clear and present danger to self or others, causes physical harm to others, or damage and/or destruction of property;

10) **Unauthorized Entry.** Misuse of access privileges to Missouri Southern State University premises or unauthorized entry to or use of buildings, including trespassing, propping or unauthorized use of alarmed doors for entry into or exit from a University building;

11) **Trademark.** Unauthorized use (including misuse) of Missouri Southern State University or organizational names and images;

12) **Damage and Destruction.** Intentional, reckless and/or unauthorized damage to or destruction of University property or the personal property of another;

13) **Gambling.** Gambling as prohibited by the laws of the State of Missouri. (Gambling may include raffles, lotteries, sports pools and online betting activities);

14) **Weapons.** Possession, use, or distribution of explosives (including fireworks and ammunition), guns (including air, BB, paintball, facsimile weapons and pellet guns), or other weapons or dangerous objects such as arrows, axes, machetes, nun chucks, throwing stars, or knives, including the storage of any item that falls within the category of a weapon in a vehicle parked on Missouri Southern State University property;

15) **Tobacco.** Smoking and the use of tobacco products (including cigarettes, smokeless tobacco, cigars, pipes, e-cigarettes, and other tobacco products) by students, faculty, staff and visitors are prohibited in all Missouri Southern State University buildings;

16) **Fire Safety.** Violation of local, state, federal or campus fire policies including, but not limited to:
   a) Intentionally or recklessly causing a fire which damages Missouri Southern State University or personal property or which causes injury.
   b) Failure to evacuate a Missouri Southern State University-controlled building during a fire alarm;
   c) Improper use of Missouri Southern State University fire safety equipment; or
   d) Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on Missouri Southern State University property. Such action may result in a local fine in addition to University sanctions;

17) **Ineligible Pledging or Association.** Pledging or associating with a student organization without having met eligibility requirements established by the University;

18) **Animals.** Animals, with the exception of animals that provide assistance (e.g. seeing-eye dogs) are not permitted on campus except as permitted by law;
19) **Wheeled Devices.** Skateboards, roller blades, roller skates, bicycles and similar wheeled devices are not permitted inside University buildings, residence halls or on tennis courts. Additionally, skateboards and longboards may not be ridden on Missouri Southern State University property.

20) **Discrimination.** Any act or failure to act that is based upon an individual or group’s actual or perceived status (*sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, or sexual orientation, or other protected status*) that is sufficiently severe that it limits or denies the ability to participate in or benefit from the University’s educational program or activities.

21) **Harassment.** Any unwelcome conduct based on actual or perceived status including: *sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation or other protected status*. Any unwelcome conduct should be reported to campus officials, who will act to remedy and resolve reported incidents on behalf of the victim and community.

22) **Retaliatory Discrimination or Harassment.** Any intentional, adverse action taken by an responding individual or allied third party, absent legitimate nondiscriminatory purposes, against a participant in a civil rights grievance proceeding or other protected activity.

23) **Bystanding.**
   a) Complicity with or failure of any student to *[appropriately]* address known or obvious violations of the *Code of Student Conduct* or law;
   b) Complicity with or failure of any organized group to *[appropriately]* address known or obvious violations of the *Code of Student Conduct* or law by its members.

24) **Abuse of Conduct Process.** Abuse or interference with, or failure to comply in, Missouri Southern State University processes including conduct and academic integrity hearings including, but not limited to:
   a) Falsification, distortion, or misrepresentation of information;
   b) Failure to provide, destroying or concealing information during an investigation of an alleged policy violation;
   c) Attempting to discourage an individual’s proper participation in, or use of, the campus conduct system;
   d) Harassment (verbal or physical) and/or intimidation of a member of a campus conduct body prior to, during, and/or following a campus conduct proceeding;
   e) Failure to comply with the sanction(s) imposed by the campus conduct system;
   f) Influencing, or attempting to influence, another person to commit an abuse of the campus conduct system.

25) **Harm to Persons.** Intentionally or recklessly causing physical harm or endangering the health or safety of any person.

26) **Threatening Behaviors:**
   a) **Threat.** Written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property.
b) **Intimidation.** Intimidation defined as implied threats or acts that cause a reasonable fear of harm in another.

27) **Bullying and Cyberbullying.** Bullying and cyberbullying are repeated and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally, and are not protected by freedom of expression.

28) **Hazing.** Defined as an act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failing to intervene to prevent (and/or) failing to discourage (and/or) failing to report those acts may also violate this policy.

29) **Intimate Partner/Relationship Violence.** Violence or abuse by a person in an intimate relationship with another;

30) **Stalking.** Stalking is a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear;

31) **Sexual Misconduct.** Includes, but is not limited to, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, and/or sexual exploitation (See Sexual Misconduct Policy for further information);

32) **Public Exposure.** Includes deliberately and publicly exposing one’s intimate body parts, public urination, defecation, and public sex acts.

33) **Alcohol.** Use, possession, or distribution of alcoholic beverages or paraphernalia except as expressly permitted by law and the University’s Alcohol Policy;

34) **Drugs.** Use, possession or distribution of illegal drugs and other controlled substances or drug paraphernalia except as expressly permitted by law and the University’s Drug Policy;

35) **Prescription Medications.** Abuse, misuse, sale, or distribution of prescription or over-the-counter medications;

36) **Failure to Comply.** Failure to comply with the reasonable directives of Missouri Southern State University officials or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested to do so;

37) **Financial Responsibilities.** Failure to promptly meet financial responsibilities to the institution, including, but not limited to; knowingly passing a worthless check or money order in payment to the institution or to an official of the institution acting in an official capacity.

38) **Arrest.** Failure of any student to accurately report an off-campus arrest by any law enforcement agency for any crime (including non-custodial or field arrests) to the Office of the Dean of Students within seventy-two (72) hours of release.

39) **Other Policies.** Violating other published Missouri Southern State University policies or rules, including all Residence Hall policies;
40) Health and Safety. Creation of health and/or safety hazards (dangerous pranks, hanging out of or climbing from/on/in windows, balconies, roofs, etc.)

Overview of the Conduct Process

This overview gives a general idea of how the University’s campus conduct proceedings work, but it should be noted that not all situations are of the same severity or complexity. Thus, these procedures are flexible, and are not exactly the same in every situation, though consistency in similar situations is a priority. The campus conduct process and all applicable timelines commence with notice to an administrator of a potential violation of Missouri Southern State University rules.

NOTICE - Once notice is received from any source (victim, RA, 3rd party, online, etc.), the University may proceed with a preliminary investigation and/or may schedule an initial educational meeting/conference with the responding student to explain the conduct process to the responding student and gather information.

Formal Conduct Procedures

Missouri Southern State University as Convener

The University is the convener of every action under this code. Within that action, there are several roles. The responding student is the person who is alleged to have violated the Code. The party bringing the complaint, who may be a student, employee, visitor, or guest, may choose to be present and participate in the process as fully as the responding student. There are witnesses, who may offer information regarding the allegation. There is an investigator(s) whose role is to present the allegations and share the evidence that the University has obtained regarding the allegations.

Group Violations

A student group or organization and its officers and membership may be held collectively and individually responsible when violations of this code by the organization or its member(s):

- Take place at organization-sponsored or co-sponsored events, whether sponsorship is formal or tacit;
- Have received the consent or encouragement of the organization or of the organization’s leaders or officers; or
- Were known or should have been known to the membership or its officers.

Hearings for student groups or organizations follow the same general student conduct procedures. In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually and will be proportionate to the involvement of each individual and the organization.

Amnesty:

1) For Victims
The University provides amnesty to victims who may be hesitant to report to Missouri Southern State University officials because they fear that they themselves may be accused of minor policy violations, such as underage drinking, at the time of the incident. Educational options will be explored, but no conduct proceedings or conduct record will result.

2) **For Those Who Offer Assistance**

To encourage students to offer help and assistance to others, Missouri Southern State University pursues a policy of amnesty for minor violations when students offer help to others in need. At the discretion of the Dean of Students, amnesty may also be extended on a case-by-case basis to the person receiving assistance. Educational options will be explored, but no conduct proceedings or conduct record will result.

3) **For Those Who Report Serious Violations**

Students who are engaged in minor violations but who choose to bring related serious violations by others to the attention of the Missouri Southern State University are offered amnesty for their minor violations. Educational options will be explored, but no conduct proceedings or record will result.

Abuse of amnesty requests can result in a decision by the Dean of Students not to extend amnesty to the same person repeatedly.

4) **Safe Harbor**

The University has a Safe Harbor rule for students. Missouri Southern State University believes that students who have a drug and/or addiction problem deserve help. If any Missouri Southern State University student brings their own use, addiction, or dependency to the attention of Missouri Southern State University officials outside the threat of drug tests or conduct sanctions and seeks assistance, a conduct complaint will not be pursued. A written action plan may be used to track cooperation with the Safe Harbor program by the student. Failure to follow the action plan will nullify the Safe Harbor protection and campus conduct processes will be initiated.

**Notice of Alleged Violation**

Any member of the Missouri Southern State University community, visitor or guest may allege a policy violation(s) by any student for misconduct under this *Code*:

Notice may also be given to the Dean of Students (or designee) and/or to the Title IX Coordinator, when appropriate. Additionally, administrators may act on notice of a potential violation whether a formal allegation is made or not. All allegations can be submitted by a victim or a third party, and should be submitted as soon as possible after the offending event occurs. The University has the right to pursue an allegation or notice of misconduct on its own behalf and to serve as convener of the subsequent campus conduct process.

The Dean of Students (or designee) will assume responsibility for the investigation of the alleged violation.

**Investigation:**

The University conducts a preliminary inquiry into the nature of the incident, complaint or notice, the evidence available, and the parties involved. The preliminary inquiry may lead to:
1) A determination that there is insufficient evidence to pursue the investigation, because the behavior alleged, even if proven, would not violate the Code of Student Conduct, (e.g.: for reasons such as mistaken identity or allegations of behavior that falls outside the code);
2) A more comprehensive investigation, when it is clear more information must be gathered;
3) A formal complaint of a violation and/or an educational conference with the responding student.

When an investigation is held, the possible outcomes include:

- A decision not to pursue the allegation based on a lack of or insufficient evidence. The matter should be closed and records should so indicate;
- A decision on the allegation, also known as an “informal” or “administrative” resolution to an uncontested allegation (see immediately below);
- A decision to proceed with additional investigation and/or referral for a “formal” resolution.

If a decision on the allegation is made and the finding is that the responding student is not responsible for violating the Code, the process will end. If the University’s finding is that the responding student is in violation, and the responding student accepts this finding within two days, the University considers this an “uncontested allegation.” The Dean of Students (or designee) will then determine the sanction(s) for the misconduct, which the responding student may accept or reject. If accepted, the process ends.

If the Dean of Students (or designee) determines that it is more likely than not that the responding student is in violation, and the responding student rejects that finding then the student may choose to appeal the applied sanction(s).

Investigation is referenced above with detailed investigation procedures described in the sub-section below:

1) Initiate any necessary remedial actions on behalf of the victim (if any);
2) Determine the identity and contact information of the party bringing the complaint, whether that person is the initiator of the complaint, the alleged victim, or a Missouri Southern State University proxy or representative;
3) Conduct an immediate investigation to identify an initial list of all policies that may have been violated, to review the history of the parties, the context of the incident(s), any potential patterns and the nature of the complaint;
   a) If the victim is reluctant to pursue the complaint, determine whether the complaint should still be pursued and whether sufficient independent evidence could support the complaint without the participation of the victim;
   b) Notify the victim of whether the University intends to pursue the complaint regardless of their involvement, and inform the victim of their rights in the process and option to become involved if they so choose;
4) Conduct a comprehensive investigation to determine if there is reasonable cause to believe that the responding student violated University policy, and to determine what specific policy violations should serve as the basis for the complaint;
   a) If there is insufficient evidence through the investigation to support reasonable cause, the allegations will be closed with no further action;
5) Interview all relevant witnesses, summarize the information they are able to share and have each witness sign the summary to verify its accuracy;
6) Obtain all documentary evidence and information that is available;
7) Obtain all physical evidence that is available;
8) Complete the investigation promptly by analyzing all available evidence without unreasonable deviation from the intended timeline;
9) Make a finding, based on a preponderance of the evidence (whether a policy violation is more likely than not);
10) Present the investigation report and findings to the responding student, who may:
   a) accept the findings,
   b) accept the findings in part and reject them in part,
   c) or may reject all findings
   d) appeal the sanctions (the procedure for appeal is listed on or about page 29 of this handbook).
11) Share the findings and update the party bringing the complaint on the status of the investigation and the outcome.

Special Provisions for Sexual Misconduct, Discrimination and Other Complaints of a Sensitive Nature

The past sexual history or sexual character of a party will not be admissible by the other parties in hearings. Demonstration of pattern, repeated, and/or predatory behavior by the responding student, in the form of previous findings in any legal or campus proceeding, will always be relevant to the finding, not just the sanction.

The party bringing any complaint alleging sexual misconduct, other behavior falling with the coverage of Title IX and/or a crime of violence will be notified in writing of the outcome of a hearing, any sanctions assigned and the rationale for the decision.

Once a determination is made that reasonable cause exists for the Dean of Students (or designee) to refer a complaint for an investigation, notice will be given to the responding student. The responding student will be informed for the request for a hearing by the Dean of Students office. The notice will be delivered by the Dean of Students office by either verbal or writing. The responding student notice may be delivered by one or more of the following methods: phone call requesting the hearing by the Dean of Students (or designee), in writing – delivered in person by the Dean of Students (or designee); mailed to the local or permanent address of the student as indicated in official Missouri Southern State University records; or emailed to the student’s Missouri Southern State University-issued email account. Once mailed, emailed and/or received in-person, such notice will be presumptively delivered. The letter of notice will:

1) Include notification of an alleged violation and notification of where to locate the Code of Student Conduct and Missouri Southern State University procedures for resolution of the complaint; and
2) Direct the responding student to contact the Dean of Students (or designee) within a specified period of time to respond to the complaint. This time period will generally be no less than two days from the date of delivery of the summons letter.

A meeting with the Dean of Students (or designee) may be arranged to explain the nature of the complaint and the conduct process. At this meeting, the responding student may indicate, either verbally or in writing, to the Dean of Students (or designee), whether they admit to or deny the allegations of the complaint.
Interim Action

Under the *Code of Student Conduct*, the Dean of Students or designee may impose restrictions and/or separate a student from the community pending the scheduling of a campus hearing on alleged violation(s) of the *Code of Student Conduct* when a student represents a threat of serious harm to others, is facing allegations of serious criminal activity, to preserve the integrity of an investigation, to preserve Missouri Southern State University property and/or to prevent disruption of, or interference with, the normal operations of the Missouri Southern State University. Interim actions can include separation from the University or restrictions on participation in the University community.

During an interim suspension, a student may be denied access to Missouri Southern State University housing and/or the Missouri Southern State University campus/facilities/events. As determined appropriate by the Dean of Students, this restriction may include classes and/or all other Missouri Southern State University activities or privileges for which the student might otherwise be eligible. At the discretion of the Dean of Students and with the approval of, and in collaboration with, the appropriate Dean(s), alternative coursework options may be pursued to ensure as minimal an impact as possible on the responding student.

Administrative Conference Process

The following sub-sections describe the Missouri Southern State University’s conduct administrative conference processes. Except in a complaint involving failure to comply with the summons of the Dean of Students (or designee), no student may be found to have violated the *Code of Student Conduct* solely as a result of the student’s failure to appear for the administrative conference. In all such instances, conduct investigations/hearings will proceed as scheduled and the information in support of the complaint will be presented to, and considered by, the Dean of Students.

Where the responding student admits to violating the *Code of Student Conduct*, the Dean of Students (or designee) may invoke administrative procedures to determine and administer appropriate sanctions. Complaints will be heard and determinations will be made by the Dean of Students or designee.

During the Investigation/conference:

1) The parties have the right to an advisor/advocate of their own choosing, including attorneys. Typically advisors are members of the campus community, but the parties may select whomever they wish to serve as their advisor. The advisor may not make a presentation or represent the party bringing the complaint or responding student during the hearing. They may confer quietly with their advisee, exchange notes, clarify procedural questions with the chair and suggest questions to their advisee.

2) Pertinent records, exhibits, and written statements may be accepted as information for consideration by the Dean of Students. Formal rules of evidence are not observed. The Dean of Students may limit the number of character witnesses presented or may accept written affidavits of character instead.

3) All procedural questions are subject to the final decision of the Dean of Students.

4) Notification of the Dean of Student’s decision will be made in writing and may be delivered by one or more of the following methods: in person by the Dean of Students (or designee); mailed to the local or permanent address of the student as indicated in official Missouri Southern State University records; or emailed to the student’s Missouri Southern State University-issued email account. Once mailed, emailed and/or received in-person, such notice will be presumptively...
delivered. In cases of sexual misconduct and other crimes of violence, notice of the outcome will be delivered to all parties simultaneously, meaning without substantial delay between the notifications to each.

**Conduct Sanctions**

One or more of following sanctions may be imposed upon any student for any single violation of the *Code of Student Conduct*:

1) **Warning**: An official written notice that the student has violated Missouri Southern State University policies and/or rules and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the Missouri Southern State University.

2) **Restitution**: Compensation for damage caused to the Missouri Southern State University or any person’s property. This could also include situations such as failure to return a reserved space to proper condition – labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen.

3) **Fines**: Reasonable fines may be imposed.

4) **Community/Missouri Southern State University Service Requirements**: For a student or organization to complete a specific supervised Missouri Southern State University service.

5) **Loss of Privileges**: The student will be denied specified privileges for a designated period of time.

6) **Confiscation of Prohibited Property**: Items whose presence is in violation of Missouri Southern State University policy will be confiscated and will become the property of the Missouri Southern State University. Prohibited items may be returned to the owner at the discretion of the Dean of Students and/or Campus Police.

7) **Behavioral Requirement**: This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.

8) **Educational Program**: Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. Audience may be restricted.

9) **Restriction of Visitation Privileges**: May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.

10) **Missouri Southern State University Housing Probation**: Official notice that, should further violations of Residence Life or Missouri Southern State University policies occur during a specified probationary period, the student may immediately be removed from Missouri Southern State University housing. Regular probationary meetings may also be imposed.

11) **Missouri Southern State University Housing Reassignment**: Reassignment to another Missouri Southern State University housing facility. Residential Life personnel will decide on the reassignment details.
12) **Missouri Southern State University Housing Suspension:** Removal from Missouri Southern State University housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to Missouri Southern State University housing may be specified. Under this sanction, a student is required to vacate Missouri Southern State University housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Housing and Residence Life. This sanction may be enforced with a trespass action if deemed necessary. Prior to reapplication for Missouri Southern State University housing, the student must gain permission from the Director of Housing and Residence Life (or designee). This sanction may include restrictions on visitation to specified buildings or all University housing during the suspension.

13) **Missouri Southern State University Housing Expulsion:** The student’s privilege to live in, or visit, any Missouri Southern State University housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary.

14) **Missouri Southern State University Probation:** The student is put on official notice that, should further violations of Missouri Southern State University policies occur during a specified probationary period, the student may face suspension or expulsion. Regular probationary meetings may also be imposed.

15) **Eligibility Restriction:** The student is deemed “not in good standing” with the Missouri Southern State University for a specified period of time. Specific limitations or exceptions may be granted by the Dean of Students and terms of this conduct sanction may include, but are not limited to, the following:

   a) Ineligibility to hold any office in any student organization recognized by the Missouri Southern State University or hold an elected or appointed office at the Missouri Southern State University; or

   b) Ineligibility to represent the Missouri Southern State University to anyone outside the Missouri Southern State University community in any way including: participating in the study abroad program, attending conferences, or representing the Missouri Southern State University at an official function, event or intercollegiate competition as a player, manager or student coach, etc.

16) **Missouri Southern State University Suspension:** Separation from the Missouri Southern State University for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Dean of Students. During the suspension period, the student is banned from university property, functions, events and activities without prior written approval from the Dean of Students. This sanction may be enforced with a trespass action as necessary.

17) **Missouri Southern State University Expulsion:** Permanent separation from Missouri Southern State University. The student is banned from university property and the student’s presence at any Missouri Southern State University-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary. [This sanction will be noted as a Conduct Expulsion on the student’s official academic transcript].
18) **Other Sanctions:** Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Dean of Students or designee.

The following sanctions may be imposed upon groups or organizations found to have violated the *Code of Student Conduct*:

1) One or more of the sanctions listed above, specifically *a)* through *i)* and *o)* through *q)*; and/or

2) Deactivation, de-recognition, loss of all privileges (including status as a Missouri Southern State University registered group/organization), for a specified period of time.

**Parental Notification**

Missouri Southern State University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly alcohol and other drug violations. Missouri Southern State University may also notify parents/guardians of non-dependent students who are under the age of 21 of alcohol and/or other drug violations. Parental notification may also be utilized discretionarily by administrators when permitted by FERPA or consent of the student.

**Notification of Outcomes**

The outcome of a campus hearing is part of the education record of the responding student and is protected from release under the Federal Education Rights and Privacy Act (FERPA), except under certain conditions. As allowed by FERPA, when a student is accused of a policy violation that would constitute a “crime of violence” or forcible or nonforcible sex offense, Missouri Southern State University will inform the alleged victim/party bringing the complaint in writing of the final results of a hearing regardless of whether the University concludes that a violation was committed. Such release of information may only include the alleged student’s/responding student’s name, the violation committed, and the sanctions assigned (if applicable). In cases of sexual misconduct and other offenses covered by Title IX, only, the rationale for the outcome will also be shared with all parties to the complaint in addition to the finding and sanction(s).

In cases where Missouri Southern State University determines through the student conduct process that a student violated a policy that would constitute a “crime of violence” or nonforcible sex offense, Missouri Southern State University may also release the above information publicly and/or to any third party. FERPA defines “crimes of violence” to include:

1) Arson
2) Assault offenses (includes stalking)
3) Burglary
4) Criminal Homicide—manslaughter by negligence
5) Criminal Homicide—murder and nonnegligent manslaughter
6) Destruction/damage/vandalism of property
7) Kidnapping/abduction
8) Robbery
9) Forcible sex offences

**Failure to Complete Conduct Sanctions**

All students, as members of the Missouri Southern State University community, are expected to comply with conduct sanctions within the timeframe specified by the Dean of Students. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect or any other reason, may result in
additional sanctions and/or suspension from the University. In such situations, resident students will be required to vacate Missouri Southern State University housing within 24 hours of notification by the Dean of Students, though this deadline may be extended upon application to, and at the discretion of, the Director of Housing and Residence Life and/or the Dean of Students. A suspension will only be lifted when compliance with conduct sanctions is satisfactorily achieved. This determination will be made by the Dean of Students.

**Appeal Review Procedures**

Any party may request an appeal of the decision of the Administrative Conference by filing a written request to the [Dean of Students], subject to the procedures outlined below. All sanctions imposed remain in effect, and all parties should be timely informed of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision.

Where the disciplinary action assigned by the Dean or his representative in the administrative proceeding is not accepted by the student, the student shall have the right to appeal the sanction. Appeals must be submitted in writing to the Dean of Student’s office within 48 hours after the initial disciplinary action. The findings and actions of the Student Conduct Hearing Committee are final.

**Temporary Suspension:** The Dean of Students may at any time temporarily suspend a student from the University pending further procedures when he finds and believes that the presence of a student on campus, because of allegations or facts coming to his attention, would seriously disrupt the University or constitute a danger to the health, safety or welfare of the University. The Dean of Students may initiate emergency evaluation procedures.

**General Statement of Procedures:** Unless disposed of in the manner provided by the Emergency Evaluation Procedure, a student charged with unacceptable conduct or breach of University conduct or regulations is entitled to a written notice. The procedures set forth below shall be interpreted and administered to accomplish this objective and provide for prompt consideration and disposition of student conduct cases. Disciplinary proceedings are not to be construed as adversary proceedings or judicial trials, but care shall be taken to comply as fully as possible with the spirit and intent of the procedural safeguards set forth herein. The University attorney shall be legal adviser to the Student Conduct Hearing Committee.

**Student Conduct Review Committee:** The required hearing shall be held before the Student Conduct Review Committee which shall consist of the Vice President for Student Affairs, or his designate who shall act as chairman; two faculty members, two staff members, and two students. This committee shall have the authority to take disciplinary action against any student appearing before it including suspension, probation or expulsion.

**Notice:** The Dean of Students shall initiate the disciplinary action by arranging with the Chairman to call a meeting of the Student Conduct Review Committee and by giving written notice by campus e-mail, mail, or personal delivery to the student charged with misconduct. The notice shall set forth the date of the alleged violation, and the date, time and place of hearing before the Student Conduct Review Committee. The notice shall be given at least two class days prior to the date set for the hearing. A notice by mail shall be considered as given on the day following the day on which the notice is placed in the mail, postage prepaid and addressed to the student at the last address as it appears on the records of the University.
**Student Rights Upon Review:** A student appearing before the Student Conduct Review Committee pursuant to notice shall have the right:

- to be present at the hearing;
- to have an adviser or counselor of the student’s choice at any time during the hearing (but such adviser or counselor shall have no right to participate otherwise in the hearing except with the express consent of the committee);
- to hear or examine evidence presented to the committee against the student;
- to question witnesses present and testifying against the student;
- to present evidence by witnesses or affidavit of any defense the student desires to offer;
- to be informed in writing of the findings of the Student Conduct Review Committee and any disciplinary action it imposes; and to petition for review or appeal as follows:

**Conduct of Review:** The Chairman of the Student Conduct Review Committee shall preside at the review, call the meeting to order, call the roll of the committee in attendance, ascertain the presence or absence of the student charged with misconduct, read the notice of review and charges and verify the giving of the required notice, ascertain whether or not the student is represented by an adviser or counselor, and call to the attention of the student charged and the adviser any special or extraordinary procedures to be employed during the review and permit the student to make formal objections thereto.

**Opening Statement:** The Dean of Students shall make opening remarks outlining the general nature of the case.

**Presentation of University Evidence:** The University shall then present its evidence in the matter by witnesses or reports.

**Student’s Opening Statement:** The student charged shall have an opportunity to make a statement to the Committee about the charge. Such statement may be made following the opening statement of the Vice President or at the conclusion of the presentation of the University’s case.

**Student’s Evidence:** The student may then present evidence through witnesses or reports.

**Rebuttal Evidence:** The Committee may permit the University or the student to offer any material in rebuttal.

**Determination by Committee:** The Student Conduct Review Committee shall then make its findings and determination in executive session out of the presence of the Dean and the student charged. No discipline shall be assessed against a student except by majority vote of the Committee.

**Official Report of Findings and Determination:** The Committee shall transmit in writing its determination and findings to the Dean and the student charged.

**Rights of Student Conduct Review Committee:** The Student Conduct Review Committee shall have the right to permit the incorporation in the record, by reference, of any document, affidavit or other evidences produced; to question witnesses or other evidence introduced by either the University or the student; to call additional witnesses or require additional investigation; to dismiss any action at any time or permit informal disposition; to dismiss any person from the
hearing who interferes with or obstructs the hearing or fails to abide by any rulings; and summarily to suspend any students who, during the hearing, obstruct or interfere with the course thereof or fail to abide by a ruling.

**Other Procedural Questions:** Procedural questions not covered by these rules shall be determined by the Chairman. The ruling shall be final, unless the question is presented to the full Committee at the request of a member, in which event the ruling of the majority of the Committee shall be final.

**General Rules of Decorum:** The following general rules of decorum shall be adhered to:

1) All proceedings shall be closed.
2) All persons in attendance at the hearing shall come to order at the direction of the Chairman.
3) All requests to address the Committee shall be addressed to the Chairman.
4) The Chairman will rule on all requests and points of order and may consult with Committee’s legal adviser prior to any ruling. Rules of common courtesy and decency shall be respected at all times.
5) Advisers and counselors will not be permitted to address the Committee without permission of the Chairman, except for the clarification of a procedural matter or an objection to the procedure, after recognition by the Chairman.

**Record of Review:** A taped or stenographic record of the review shall be made and kept for three months following the final disciplinary action. The notice, exhibits, review record and the findings and determination of the Committee shall become the “Record” of the case and shall be filed in the office of the Dean of Students and be accessible at reasonable times and places to both the University and the student.

**Status During Appeal:** In cases of suspension, dismissal or expulsion where a notice of appeal is filed within the required time, a student may petition the Dean of Students in writing for permission to attend classes pending final determination of the appeal. The Dean of Students may permit, upon such conditions as he may impose, a student to continue in school pending completion of appellate procedures provided that such continuance in his opinion will not seriously disrupt the University or constitute a danger to the health, safety or welfare of the University community. In such event, however, any final disciplinary action imposed shall be effective from the date of the action of the Student Conduct Review Committee.

**Emergency Evaluation Procedures**

Individuals, whose behavior appears to pose a serious threat to the health and safety of themselves or others, may be in violation of the Student Handbook and may be subject to the following extraordinary procedures.

1. **Medical and/or Psychological Evaluation:**

a. The Dean of Students may direct a student to participate in a medical and/or psychological evaluation whenever the behavior of the student appears to pose a serious threat to the health and safety of such student or others. The medical and/or psychological evaluation process is designed to assess:

b. Whether the student’s behavior poses a threat to the safety of the student or others, and the nature, duration and severity of the risk. Whether the threat to safety would continue if the student remains on the
campus and/or in the residence halls. Whether reasonable modifications of policies or procedures will mitigate the risk.

c. Whether the student needs assistance or referral to appropriate support or treatment services. Failure to respond to a directive from a University official to complete the medical and/or psychological evaluation, or failure to provide necessary records of prior treatment by the date requested may result in administrative action, up to and including temporary suspension from the University or the residence halls until the evaluation and records request requirements are met.

2. Withdrawal Prior to Evaluation:

The student, who leaves, withdraws or fails to return to the University before the medical and/or psychological evaluation is completed may be banned from campus and not be permitted to register for classes until the outstanding matter is resolved.

3. Withdrawal by Administrative Action:

The Dean of Students may initiate and approve procedures for the administrative withdrawal from the University or residence halls of any student for any of the following reasons:

a. Behavior that poses a threat to the health and safety of such student, or others.

b. Completion of a mandated evaluation and behavior that continues to pose a threat to the health and safety of such student, or others. Inability to control the behavior that poses a threat to the health and safety of such student, or others, as assessed in this evaluation procedure.

c. Administrative withdrawal determination shall be made by the Dean of Students. Students may challenge the withdrawal through the submission of a written appeal to the Dean of Students supported by medical and/or mental health professional documentation. The Dean may present appeal information to a Behavioral Review Team for their input. However, all final decisions regarding appeals shall be made by the Dean of Students.

Sexual Violence/Assault

I. Policy Statement

Missouri Southern State University strictly prohibits Sexual Violence/Assault as set forth in the University’s Sex Discrimination and Sexual Harassment Policy. Sexual Violence/Assault may also constitute a criminal act that subjects the perpetrator to prosecution under applicable law.

Sexual Violence/Assault is inconsistent with the standards of our University. It can be devastating to the person who experiences it directly and can be traumatic to the person’s family, friends, and larger community as well. Anyone who believes she or he has been the victim of Sexual Violence/Assault is strongly encouraged to report the incident and seek care as set forth below.

The University’s Sexual Violence/Assault Policy applies to all faculty, staff, students, applicants for employment, customers, third-party contractors, guests, and visitors (collectively the “University Community”). The policy is not limited to those acts of Sexual Violence/Assault that occur on University
property. Rather, the policy applies to all acts of Sexual Violence/Assault that have the potential to deny or limit a person’s ability to participate in or benefit from the University’s programs and activities, regardless of where the Sexual Violence/Assault occurs. This policy prohibits Sexual Violence/Assault between persons of the same sex, as well as between persons of the opposite sex.

It is a violation of this policy to retaliate against any member of the University Community who reports or assists in making a complaint of Sexual Violence/Assault or who participates in the investigation of a complaint in any way.

Consistent with the procedures set forth in the University’s Sex Discrimination and Sexual Harassment Policy, and this policy, the University will thoroughly and promptly investigate all complaints of Sexual Violence/Assault. If an investigation confirms that Sexual Violence/Assault has occurred, the University will take prompt and appropriate remedial action to address the Sexual Violence/Assault, eliminate any hostile environment, prevent its recurrence, and correct is effects on the victim and others, if applicable.

The University provides education and Sexual Violence/Assault prevention programs for all members of the University Community, including numerous support services and referrals for any member of the University Community who has been the victim of Sexual Violence/Assault.

Additional information on Sexual Violence/Assault can be found in an easy-to-access brochure Titled “What To Do About Sexual Violence”

II. Definition of Sexual Violence/Assault

Sexual Violence/Assault includes physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to a physical or mental disability, due to the use of drugs and/or alcohol, or due to the victim’s youth (i.e., they are below the legal age of consent).

Some examples of Sexual Violence/Assault include:

- Sexual intercourse (anal, oral, or vaginal) by a man or woman upon a man or woman without consent
- Unwilling sexual penetration (anal, vaginal, or oral) with any object or body part that is committed by force, threat, or intimidation
- Sexual touching with an object or body part, by a man or woman upon a man or woman, without consent
- Sexual touching with an object or body part, by a man or woman upon a man or woman, committed by force, threat, or intimidation
- Prostituting another person
- Non-consensual observation (peeping), non-consensual video recording, and non-consensual audio-recording of sexual activity
- Knowingly transmitting a sexually transmitted disease to another
- Exposing oneself in a sexual manner to others without their consent
• Aiding and abetting another person in committing Sexual Violence/Assault

• Retaliating against any person who makes a report of Sexual Violence/Assault or who participates in the investigation of the report (such as a witness).

Sexual conduct prohibited by the Missouri Revised Statutes, Chapters 566-568, is included within the University’s definition of Sexual Violence/Assault.

The crimes of Domestic Assault, Dating Violence and Stalking can also constitute Sexual Violence/Assault. These crimes, no matter the motivation behind them, are a violation of this policy.

• Domestic Assault: Domestic Assault is defined in Mo. Rev. Stat. §§ 565.072-565.074. It generally involves violence or attempted violence perpetrated against a family or household member, including children. “Family or household member” is defined as “spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim and anyone who has a child in common regardless of whether they have been married or have resided together at any time. See Mo. Rev. Stat. § 455.010.

• Dating Violence: Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Such a relationship is characterized by the expectation of affection or sexual involvement between the parties. The existence of such a relationship shall be determined based on a consideration of the (1) length of the relationship, (2) type of relationship, and (3) frequency of the interaction between the persons involved in the relationship.

• Stalking: A person commits the crime of stalking if he or she purposely, through his or her course of conduct, harasses or follows with the intent of harassing another person. “Course of conduct” is a pattern of conduct composed of two or more acts, which may include communication by any means, over a period of time, however short, evidencing a continuity of purpose. It does not include constitutionally protected activity. See Mo. Rev. Stat. § 565.225. For purposes of this policy, stalking includes “cyberstalking,” which constitutes stalking committed through electronic means, such as through the use of email, text messages, live chat, social media, and other electronic forms of communication.

III. Definition of Consent

Lack of consent is often the critical factor in determining whether Sexual Violence/Assault has occurred. Consent is informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. Consent is not passive. The University does not recognize consent by silence.

• If coercion, intimidation, threats, and/or physical force are used, there is no consent.

• If a person’s physical or mental disability renders them incapable of understanding the fact, nature, or extent of the sexual situation, there is no consent.
• If a person is impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation, there is no consent.

• If a person is asleep or unconscious, there is no consent.

• Consent to one form of sexual activity does not imply consent to other forms of sexual activity.

• Consent can be withdrawn. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent.

• Consent may be deemed invalid when it is obtained in circumstances where one party exercised a position of direct authority or control over another.

A victim is not required to affirmatively/physically resist or say “stop” in order for there to be Sexual Violence/Assault.

IV. Reporting

All University employees (administrators, faculty, and staff) have a duty to file a report when they believe, or receive information indicating, that a member of the University Community has been subjected to Sexual Violence/Assault. In all cases, the employee should report the situation to the Dean of Students/Title IX Coordinator—Billingsly 347, Tel: 417-625-9351. Such a report must be made promptly. The only employees exempted from this mandatory reporting obligation are licensed counselors, licensed medical professionals, and their administrative/support staff responsible for scheduling appointments (“Confidential Reporters”).

Students and other members of the University Community who believe they or another member of the University Community has been subjected to Sexual Violence/Assault are encouraged to make a report to either the Dean of Students/Title IX Coordinator, Billingsly 347, Tel: 417-625-9351.

Although there is no statute of limitations for alleged victims of Sexual Violence/Assault to make reports, the University urges alleged victims to make reports promptly. Delayed reporting may limit the University’s ability to thoroughly investigate the report and could result in stale evidence.

If you believe you are the victim of Sexual Violence/Assault, do not blame yourself. Sexual Violence/Assault is never the victim’s fault. In addition to making a report under this policy, the University urges alleged victims of Sexual Violence/Assault to immediately go to the emergency room of a local hospital and contact University police or local law enforcement. If a person needs help or assistance in going to an emergency room or contacting law enforcement, the University will provide assistance.

It is important for alleged victims of Sexual Violence/Assault to do everything possible to preserve evidence by making certain that the scene of the Sexual Violence/Assault is not disturbed. Preservation of evidence may be necessary for proof of the Sexual Violence/Assault or in obtaining a protection order. Victims of Sexual Violence/Assault should not bathe, urinate, douche, brush teeth, or drink liquids until after they are examined and, if necessary, a medical examination is completed. Clothes should not be changed.
V. Investigation

Once a report of Sexual Violence/Assault is made, the University will conduct a prompt and thorough investigation pursuant to the procedures set forth in the Sex Discrimination and Sexual Harassment Policy. The purpose of the investigation is to determine whether it is more likely than not that the alleged Sexual Violence/Assault occurred. The investigation will be resolved through a written determination that explains the scope of the investigation, identifies findings of fact, and states whether any allegations were found to be substantiated by a preponderance of the evidence.

In all cases The Dean of Students/Title IX Coordinator or designee will explain the investigation process to the individuals involved. At any time during the investigation, the investigator, in consultation with the Dean of Students/Title IX Coordinator and appropriate administrators, may determine that interim remedies or protections for the parties involved or witnesses are appropriate. These interim remedies may include separating the parties, placing limitations on contact between the parties, suspension, or making alternative class-placement or workplace arrangements. Failure to comply with the terms of these interim remedies or protections constitutes a separate violation of this policy.

For more information on the investigation and resolution process, please consult the Sex Discrimination and Sexual Harassment Policy.

VI. Discipline

In the event the investigation concludes that Sexual Violence/Assault occurred, disciplinary proceedings will be undertaken against any respondent over whom the University has jurisdiction. The appropriate University disciplinary avenue is determined by the status of the respondent (e.g., the Code of Student Conduct applies with respect to discipline against students). Any person who commits Sexual Violence/Assault is subject to the full range of discipline up to and including termination or expulsion.

VII. Confidentiality

During the investigation, the University will make reasonable and appropriate efforts to preserve an individual’s privacy and limit disclosure of information within the parameters imposed by law. All participants in the investigation and any disciplinary proceedings are prohibited from sharing information about the investigation, disciplinary proceedings, and their outcome, except as otherwise permitted by law. The failure of participants to abide by this principle may result in discipline, as well as potential civil liability.

Depending on the nature of the report, the University may issue a safety awareness alert (a brief description including time and location) to notify the community about the occurrence of a serious crime or pattern of crimes that might put the public at risk. The University is also required by law to tabulate and annually report certain sex crimes and other campus crime statistics to the public. These statistics and the list of people to whom a crime may be reported for it to be included in the statistics appear on the University website [http://www.mssu.edu/offices/police/pdfs/annual-report-2012.pdf](http://www.mssu.edu/offices/police/pdfs/annual-report-2012.pdf). Neither safety awareness alerts nor campus crime statistics contain specific, victim-identifying information.

In the event a complainant (i.e., the alleged victim) requests confidentiality after a non-confidential report is made, or requests that an investigation not proceed, the University will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation. If a complainant insists that her or his name not be disclosed to the alleged perpetrator, the University’s ability to respond may be limited. Because Sexual Violence/Assault is a serious crime that may threaten the University Community as a whole, in some instances the University
may be obliged to investigate an alleged act of Sexual Violence/Assault and utilize internal disciplinary procedures without the cooperation of the complainant. Always in such instances, the University will inform the complainant of its obligation to address a community safety issue.

If a complainant of Sexual Violence/Assault wishes to have a strictly confidential conversation about the incident, he or she should contact a Confidential Reporter, who will maintain confidentiality and not forward the report for investigation without the reporting party’s consent, unless otherwise required by law (such as when the victim is a minor).

Contact information for the Confidential Reporters is as follows:

For counseling, request a confidential counseling appointment with a licensed counselor from:

Counseling Services
Hearnes Hall 314
Tel: 417-625-9324

For a meeting with a medical professional, request an appointment from:

Willcoxon Health Center
Billingsly Room 242
Tel: 417-625-9323

VIII. The Rights Of Alleged Victims

Sexual Violence/Assault is a very serious matter that is never the victim’s fault. The University encourages the reporting of alleged Sexual Violence/Assault and wishes to create a safe environment for its University Community. To that end, alleged victims of Sexual Violence/Assault have:

1. The right to have all allegations of Sexual Violence/Assault against them investigated and adjudicated consistent with the procedures set forth in this policy and the Sex Discrimination and Sexual Harassment Policy.

2. The right to be treated with dignity.

3. The right to be free from pressure that would suggest the alleged victim:

- Not report crimes committed against them to civil and criminal authorities, or to campus police and disciplinary officials.
- Report crimes as lesser offenses than the alleged victim perceives them to be.

4. The right to be free from suggestions that alleged victims of Sexual Violence/Assault not report, or under-report the offense because:

- Victims are somehow “responsible” for it
- Victims are contributory, negligent, or assumed the risk of being subjected to Sexual Violence/Assault
- By reporting an offense they will incur unwanted attention and publicity
5. The right to fair and thorough action by University personnel in responding to the incident.

6. The right to access counseling services established by the University or other victim-service entities.

7. The right to receive reasonable and necessary interim measures to prevent unwanted contact and prevent further injury during the pendency of an investigation.

8. The right to be informed of any disciplinary proceedings and the outcome of such proceedings.

9. The same right to assistance, or ability to have others present, that is afforded to the alleged perpetrator during any disciplinary proceedings.

IX. University Support Services and Resources

The needs of persons who have been victims of Sexual Violence/Assault vary from person to person and may vary over time. The University’s Counseling Department and Wilcoxon Health Center offer counseling and medical services, many of which can be accessed 24 hours a day, so that a person may choose what she or he would find most helpful and healing. The Dean of Students Office may be able to assist student victims with other reasonable accommodations. The University urges anyone who has been the victim of Sexual Violence/Assault to seek support as soon as possible to minimize and treat physical harm, and to assist with processing the unique and complex emotional aftermath.

X. Important Contact Information

University Reporting Options

Dean of Students Office/Title IX Coordinator -- Billingsly Student Center 347, Tel.: 417-625-9531

Law Enforcement

EMERGENCY: DIAL 911

University Police – Lower campus area between Ummel and Plaster Halls, Tel: 417-626-2222

Jasper County Sheriff’s Office – Tel: 417-624-1601

Joplin Police Department – Tel: 417-623-3131

Newton County Sheriff’s Office – Tel: 417-623-2282 or 417-541-8300

Neosho Police Department – Tel: 417-451-8000

University Support Services
XI. The University’s Sex Discrimination and Sexual Harassment Policy and Other Discipline Policies

The University’s Sexual Violence/Assault Policy supplements the University’s Sex Discrimination and Sexual Harassment Policy and other University policies pertaining to discipline. The provisions of these other policies apply with respect to Sexual Violence/Assault except to the extent they are inconsistent with the Sexual Violence/Assault Policy.

Traffic, Security and I.D.s

The University maintains its own public safety department to provide for the welfare and safety of the campus community. The department operates 24 hours a day every day of the year to assist in matters pertaining to safety, crime prevention/reporting and security on campus. The department is responsible for enforcement of campus parking regulations and campus lost and found. The Student Identification Card, which is issued in the Campus Card Service Center, must be carried by the student at all times for identification purposes, entry to the university dining hall for residence hall students and for student activity, athletic and library purposes. IDs must be surrendered to university officials upon request. Students are encouraged to be responsible for their own security and the security of others. The general and criminal laws of the United States, the state of Missouri and all city ordinances for Joplin, as well as parking and traffic regulations and rules of Missouri Southern State University are in full effect on campus.

Crime victim assistance is available on campus in the Student Services Office, with Residence Hall Staff members, or in the Counseling Center. Referrals for off-campus assistance can also be arranged.

Vehicle Registration

All vehicles must be registered in order to use campus parking facilities. Vehicles may be registered and parking permits obtained at the Campus Card Service Center or the Campus Police office.

Services Provided by the University Police Department

Performing directed and random patrols on campus
In an attempt to reduce fear/apprehension of crime on campus, University Police Department (UPD) Officers will provide a visible presence to help promote an atmosphere of safety for students, faculty/staff and all visitors.

**Answering calls for service**

UPD Officers will respond to calls for service on campus, i.e., disturbance, trespassing, property destruction, theft, accident, etc. They will intervene in disturbances and investigate reported crime on campus. They will contact emergency services when needed and will investigate all criminal activity, including submitting cases to the Jasper County Prosecutor’s office for the filing of charges. In addition to police functions, the officers are trained as first responders to deal with injuries and/or serious illness on campus through training in basic first aid, CPR and the use of the Automatic External Defibrillator.

**Compiling reports for incidents and accidents**

UPD Officers will compile reports documenting crimes, significant occurrences, accidents, etc. that occur on campus. Copies of those reports are available at the UPD Office for a nominal charge.

**Enforcing all traffic and parking regulations on campus**

In order to assure that handicapped persons have adequate parking, that emergency personnel have access and to facilitate safety and order on campus, UPD Officers will enforce all traffic and parking regulations on campus. University police officers may also enforce all Missouri State Statutes on campus.

**Providing security for sports events, concerts etc., on campus**

UPD Officers provide security services at events on campus to insure that participants can enjoy the events with little concern for disruptions.

**Checking buildings to insure that they are secure**

In addition to the various other duties, UPD Officers check to insure that buildings are properly locked in the evening hours. They also unlock doors to allow access for authorized persons entering buildings in the early morning hours and on weekends.

**Monitoring activities in the Residence Halls**

To insure the safety of all students and Resident Advisors in the dorms, UPD Officers are on duty during the midnight hours to watch for unauthorized persons and to enforce the rules of the dorms. UPD Officers are committed to making sure the campus remains free from drugs/alcohol and violence.
Providing courtesy services for students

UPD Officers provide many courtesy services for students and faculty/staff, i.e., unlocking cars, jump starts, escorts, etc. Any student or faculty/staff member are encouraged to contact a UPD Officer with any problem and they will directly assist or direct the person to the agency/service who can provide the assistance.

Providing Timely Warnings

The Clery Act requires a timely warning to be given to the campus community in certain instances. In accordance with the act, the MSSU PD will issue a crime alert in a timely manner for immediate, as well as on-going threats to safety and to aid in the prevention of similar crimes. Specifically, these crimes will include situations that are reported to the UPD and that are considered serious or continuing threats to the campus population. Warnings will be communicated via text messages (Rave system), e-mails, posted notices, and/or media sources at the discretion of the Chief of the University Police Department.

Missing students will be immediately investigated by a number of individuals in key positions with the university. Any time a student is suspected of being missing the UPD should be contacted at 417-626-2222.

Student Training

Women’s Self-Defense (RAD - Rape Aggression Defense) classes are offered to all female MSSU students in the fall and spring semesters as a Kinesiology class. This self-defense session teaches girls how to avoid risky situations and how to fight off an attacker. Both basic and advanced tactics are covered during the semester. The University Police Department uses the A.L.I.C.E. (Alert/Lockdown/Inform/Counter/Evacuate) training to teach students how to survive if they were to be confronted by a violent person with a weapon in a group setting. The “swarm” method (a technique for distracting and securing an attacker) is only used as a last resort when students are trapped and escape isn’t possible.

Providing safety information to students

UPD Officers provide literature regarding ways to be safe on and off campus, as well as how to keep property from being stolen. Those types of materials can be picked up at the UPD Office at the West end of the campus. To ask questions about the University Police Department, please call the University Police Chief at 417-625-9741.

For complete details regarding the function of the UPD, reporting crime, sexual assault information, student policies, alcohol and drug violations, etc., please visit http://www.mssu.edu/offices/police/pdfs/Annual_Security_Report%202014.pdf.
Campus Activities Board (CAB)

The Campus Activities Board (CAB) is a volunteer organization that reports to the Director of Student Activities. The purpose of the Campus Activities Board is to plan and assist in the promotion and production of programs appropriate to the University; to contribute to the development of the student by offering activities that enrich the learning experiences of the student; and to give CAB members developmental experience and specific skills which will benefit them in the future. Skills relating directly to future employment which may be acquired during the course of CAB involvement include, promotion and publicity, budgeting, program evaluation, conducting meetings, conflict resolution, team building, time management, stress management, and leadership.

Registered Student Organizations (RSO’s)

Departmental Groups*
- Arabic Club
- Asian Club
- Biology/Pre-Professional Club
- Collegiate Chapter of National Association for Music Educators
- Collegiate DECA
- Computer Information Science Club
- Criminal Justice Student Association
- Environmental Health Club
- Epsilon Mu Sigma
- Finance and Economics Club
- French Club
- History Club
- Indian Students Association
- International Club
- International Reading Association
- MSSU Council
- Kinesiology Club
- Lion Pride Athletic Bands
- Math Club
- Mock Trial
- Model Arab League
- Model United Nations
- Physics Club
- Political Science Club
- Project Stay
- Public Relations Student Society of America
- Psychology Club
- Radiology Club
- Respiratory Care Club
- Society of Manufacturing Engineer Chapter U-178
- Sociology Club

- Southern Ambassadors
- Southern Clay
- Spanish Club
- Student American Dental Hygienists’ Association
- Student Alumni Association
- Student Library Organization
- Student Missouri State Teachers Association
- Student Nurse Association
- Student Wellness Awareness Group
- World Issues for Study by Educators

Greeks
- Alpha Sigma Alpha Sorority
- Kappa Alpha Order
- Sigma Pi Fraternity
- Zeta Tau Alpha Sorority

Honor Societies
- Delta Mu Delta
- Kappa Delta Rho Sigma Chapter
- Omicron Delta Kappa – Golden Crest Circle
- Phi Alpha Theta
- Phi Eta Sigma
- PSI CHI International Honor Society in Psychology
- Sigma Tau Delta

Religious Groups
- Baptist Student Union
- Catholic Campus Ministry
- College Heights College Age
- Cru
- Fellowship of Christian Athletes
- Koinonia Christian Campus Ministry
Special Interest Groups
- Caduceus Club
- College Republicans
- Gay-Straight Alliance
- Hmong Southern Students Organization
- Larp Craft
- MOSO Ghost Hunters
- MOSO MANEiacs
- MSSU Veg^ns
- Native American Student Association
- Secular Student Alliance
- Sci-Fi and Fantasy Appreciation Guild
- Residence Hall Association
- Soccer Club
- Southern Players
- Southern Broadcasters Club
- Student Veterans Organization

Student Government
- Campus Activities Board (CAB)
- Student Senate

Definition and Approval

Student organizations are groups formed by or for students. In order to use University facilities (meeting rooms, dining service, Student Senate funding, and the right to participate in University functions), the organization must be officially recognized. Official recognition lasts until the end of the current academic year. Clubs reregister the following academic year, but resubmitting the application at the onset of the Fall semester.

To form a recognized student organization, interested individuals must follow this procedure:

- Consult with the Office of Student Activities in Billingsly Student Center, room 210, to insure against unnecessary duplication with similar organizations and to see if an organization of this type has existed in the past.
- Secure a faculty/staff adviser.
- Submit the application to the Student Activities Office and attend the registered student organization orientation. If the application is submitting following the orientation, the club must have a representative meet with the Director of Student Activities in order to gain approval.
- Upon approval, the organization is officially recognized through the remainder of that academic year.

Adviser

Every registered organization must have a faculty or staff adviser. The duty of the adviser is to assist the group, through advice and counsel, to attain its stated goals and purposes. The students, not the University, designate most advisers for organizations, except for student government groups. The University does not pay any compensation attributable to advisory activities, and faculty members serving such roles do so voluntarily in their personal capacities. It is a requirement of the University that an organization’s adviser (or another faculty/staff member) attend all afterhours, on-campus gatherings of the group.

Scheduling Activities

To schedule any activity, the following procedure must be followed:

1. Only recognized student organizations may sponsor activities.
2. The proper officer of that organization (president, social chairman, etc.) must personally visit the Office of Student Activities to:
   a. properly register the activity and its time, place, and type
   b. check for conflicts
   c. fill out the appropriate facilities reservation forms
   d. be informed of university policies concerning publicity

3. Deviations from the policies must be granted by the Director of Student Activities.

Deadlines

Facilities are on a first-come, first-served basis. The sooner an event is scheduled, the better. The Student Center may be reserved up to a semester in advance, and a full two weeks’ notice is required for any major social function. Organizational meetings and smaller social functions require at least five business days’ notice.

Refreshments and Meals

Food and beverages for any meeting or event on campus must be ordered from the University Dining Service, located on the second floor of Billingsly Student Center. Absolutely no food or beverages may be brought on campus (indoors or outdoors) without prior approval of the Dining Services General Manager, regardless of whether the food was donated.

Annual Organization Report

All approved organizations are required to submit annually a form showing the name, adviser(s) and a representative of the organization. These forms will be due in the Student Activities Office two weeks after classes begin. Any changes in the information contained in the form should be submitted within two weeks after such change occurs. Failure to file these forms and to keep them current will automatically place the organization on “inactive” status. Only “active” campus organizations are entitled to the following privileges: free reservation of facilities; eligibility for Student Senate money; participation in Homecoming; and listing as an official campus organization at Missouri Southern.

Registered Student Organization Orientation

In order for recognized student organizations to maintain their approved status, at least one representative of each currently recognized group must attend the registered student organization orientation at the beginning of the Fall semester. This event, sponsored by the Department of Student Activities, is mandatory. If a club representative fails to attend this orientation or if a club registers following the orientation, a club representative must schedule a time to personally meet with the Director of Student Activities. Once a registered student organization completes their paperwork and has a representative attend the orientation or meet with the Director of Student Activities, registration is complete for the academic year.

Standard of Conduct and Discipline

Students are adults who are expected to take responsibility for their own personal conduct, subject to those university rules necessary to maintain safety and order on campus and high academic standards. Student organizations are responsible for conducting their affairs in a manner that reflects favorably upon themselves and the University. Such responsibilities include:
1. compliance with University regulations;

2. taking reasonable steps as a group to prevent violations of law or University regulations by members of the group;

3. a willingness to deal individually with those members of the group whose behavior reflects unfavorably upon that group or upon the University;

4. acknowledging that the University strictly prohibits any form of hazing. (Definition of hazing: to initiate or discipline fellow students by forcing them to do ridiculous, humiliating, dangerous or painful things.) Failure to accept the responsibilities of group membership may subject that organization to permanent or temporary suspension of charter, withdrawal of University recognition and/or support, social probation, denial of use of University facilities or other appropriate action;

5. complying with all state and federal laws and local ordinances regulating the sale, possession and consumption of alcoholic beverages off campus (alcohol is prohibited on campus). It is a violation of Missouri law for any person under 21 years to purchase, attempt to purchase or have in their possession any alcoholic beverages without the appropriate licenses;

6. Properly advertising on campus. All posters, signs, announcements and banners prepared by student organizations must be approved at the Student Activities Office (BSC 210) BEFORE they are displayed on campus. Statements and/or pictures that infer alcohol consumption, or that could be interpreted as racist, sexist or negatively directed at other groups, are forbidden. Most recognized student organizations including fraternities, sororities, religious groups and some service organizations are neither agents of the University nor subject to the control and direction of the administration. However, the Director of Student Activities, after consulting with representatives of the organization, shall have the authority to impose sanctions. Where the disposition proposed by the Director of Student Activities is not accepted, the organization may appeal in writing to the Dean of Students. The organization shall have the rights of notice and formal procedures. Any decision regarding an organization appeal made by the Dean of Students is final.

Use of the University Name

No student or student organization may use any printed or written words or device on any letterhead, envelope or other printed matter or publication that has official connections or relations with the University, unless the use of such words or device is previously authorized by the Dean of Students.

Finances

The monies of all recognized student organizations that receive university monetary support must be deposited with the University Business Office. Organizations not receiving university monetary support may manage their own business affairs. They may have their own checking accounts and purchasing procedures but must not use the name of the University in the account. The University does not assume any financial or legal responsibility for student clubs or organizations.
Housing

No student organization or group shall build, buy, rent or lease its house without the approval of the University. Organizations may make such requests through the Student Affairs Office.

Fundraising by Recognized Student Organizations

1. Recognized student organizations may obtain fundraising approval through the Director of Student Activities under the following conditions:

2. that such activities do not conflict with the educational purposes of the University;

3. that such activities do not conflict with any activity already approved;

4. that funds derived from such activities must be used for educational purposes of the organization or the University;

Posters, Announcements, and Notices

Regulations governing posters, announcements, notices, fliers, cards, pamphlets, brochures, sidewalk chalking and other advertising materials are as follows:

1. Items to be posted must be brought to the Student Activities Office, BSC room 210, for approval.

2. Any item to be approved must contain the name of the individual, department, or recognized student organization on whose behalf the announcement is posted. This must be on the front of multi-page documents.

3. Posters may be no larger than 22" x 28".

4. There is a limit of 5 posters, fliers, etc. per building per candidate or event.

5. Materials must be placed on general-use bulletin boards only and not on walls, windows, or doors. No form of announcement may be placed on, attached to or written on any structure or natural feature of the campus such as the sides of buildings, the surface of walkways or roads, posts, waste receptacles, trees, or stakes. Improperly placed materials will be removed and disposed of. A listing of these bulletin boards may obtained at the Student Activities Office.

6. Student organizations may distribute non-commercial handbills, announcements, statements, or materials at any reasonable outdoor area on campus consistent with the orderly conduct of University affairs, the maintenance of University property, the avoidance of litter and the free flow of traffic and persons.

7. Materials may not be placed on automobiles parked on campus.

8. Distribution by means of accosting or shouting at individuals is prohibited.

9. Permission for off-campus organizations to distribute literature on campus must be granted through the Student Affairs Office.
Sidewalk Chalking Policy

All guidelines must be followed when chalking campus sidewalks.

1. Chalking on sidewalks is permitted for use by a currently enrolled student, registered student organizations, or University departments only to announce or publicize campus events, including but not limited to, student organization activities, Student Senate election candidate campaigning, Homecoming candidate campaigning, departmental announcements, Career Fair information, and Graduation Expo information.

2. All chalkings need to be approved by a professional staff member in the Student Activities Office. Proposed sidewalk chalking shall be submitted on paper at least two (2) business days prior to the day of posting. The submission must include wording to be used and a sketch or description of any images used. The design must include the sponsor’s name or identifiable logo.

3. Chalkings are permitted on horizontal sidewalk surfaces only; in areas that can be naturally washed by rain; and are not permitted under over-hangs or on buildings, benches, steps, trees, trash receptacles, or similar surfaces. All chalk used must be water soluble. Sponsors will be assessed clean-up charges for chalking that appears in unauthorized areas if the chalking is not voluntarily and expeditiously removed.

4. Chalking should take place no more than three (3) business days prior to the event and shall not remain more than three (3) business days after the event. Sponsors shall not depend solely on rain to remove chalking. If advertising remains longer than the allowed time, the sponsor may be assessed clean-up charges by Physical Plant or Billingsly Student Center.

5. All chalking with non-English language, words, phrases, writing, or symbols must file the English translation with the Student Activities Office and provide the English translation in the same chalking vicinity.

6. Any profanity or sexually suggestive drawings are prohibited. Any religious or racial, sexual libel, and language deemed defamatory, threatening, or strongly offensive is strictly prohibited.

7. Complaints about chalking shall be made to the Director of Student Activities. The Director will review the complaint and confer with the Dean of Students if an offense has occurred. Offenses will be reviewed by the Dean of Students and appropriate actions will be taken. Threatening offenses shall be reported to Public Safety immediately. Appropriate action will follow.

Defacing or altering another approved chalking is not allowed. Any deviation from the above policies must be approved by the Dean of Students, BSC room 347. Fraudulent filing practices or blatant abuse of the procedures could result in the revocation of a group’s recognition.

Lion Card ID

Located in the lower level of Billingsly Student Center, the Campus Card Service Center and Ticket Office is a convenient location to obtain Lion Card IDs, place value in Lion Bucks debit accounts and obtain parking permits. In addition to Lion Card administration, the Campus Card Service Center is home to the MSSU Ticket Office. The Lion Card is a single card solution that serves as MSSU’s official identification, tracks meal plans, provides debit account (Lion Bucks) capability, facility access control,
and provides access to campus venues such as the Beimdiek Recreation Center. Value placed in a Lion Bucks debit account can be used to purchase:

- Food at the Billingsly Student Center Food Court and University Java
- Snacks and drinks from select vending locations on campus
- Printing in University personal computer labs
- Merchandise at the University Bookstore
- Print and mail services at Office Services
- Services at the Willcoxon Student Health Center

In order to take advantage of the debit account capability of the Lion Card, students must set up a Lion Bucks account at the Campus Card Service Center in person. A minimum deposit of $10 is required at that time to open the account.

In addition to Lion Bucks purchases, the Lion Card system controls access to privileges such as:

- Beimdiek Recreation Center access
- Willcoxon Student Health Center services
- Spiva Library resources
- Student Housing Laundry Rooms

Tickets for selected athletic events as well as other on-campus events and area attractions, including amusement parks and the local movie theater, can be obtained at the Ticket Office located in Campus Card Service Center. Please see www.MSSU.edu/TicketOffice for ticket information.

Campus Recreation

Opened in the Fall of 2009, the George S. Beimdiek Recreation Center, is a 71,000 sq. ft. state of the art recreation and fitness space which includes over 100 pieces of cardio and fitness equipment, two fitness studios, three multi-purpose courts, indoor jogging track, wellness/testing center, and 150-seat theater. The purpose of the Campus Recreation program is to provide a wide variety of fitness, recreational and sport related activities to the university community. The Campus Recreation program conducts programming in the following areas:

Intramural Sports – flag football, volleyball, softball, racquetball, tennis, bowling, etc.

Fitness/Wellness – aerobics, water aerobics, personal training, discover classes, CPR, first aid, etc.

Aquatics – SCUBA, lifeguard training, water safety instructor, swim lessons, pool parties, etc.

Guidelines for Use of University Grounds

Missouri Southern State University believes in freedom of expression for all persons. No person can be denied access to the campus for any constitutionally protected reason. A designated open area is available for outside speakers during the hours from 9:00 a.m. to 3:00 p.m. weekdays, providing the gathering will not block walks, entrances, roads or parking areas, or cause safety hazards. A separate application for each use of the grounds shall be made to the MSSU Department of Public Safety. The Applicant(s) shall state his or her names(s), the name of the sponsoring organization, if any, the purpose of the appearance
on campus, and the date requested. Permission will be granted only for legal non-commercial purposes, but subject to the following conditions:

Reservations must be approved no later than three (3) business days prior to the day of the event.

1. First priority for use of facilities or outdoor space shall go to University entities/persons. Other entities/persons shall be limited to five reservations per semester and no more than three reservations can be approved at a time. If other entities/persons do not request a conflicting time, additional requests will be processed.

2. Entities/persons are financially responsible for all costs, including but not limited to, security and cleanup.

3. Activities that are disruptive to ongoing classes or university programs will not be allowed. Maintenance of the educational programs and activities of the University will be of first priority and must not be disrupted. Noise disturbances shall be avoided and outdoor events which could create noise disturbances on campus will not be approved after the last day of classes through the end of finals each fall and spring semester.

4. Laws, regulations, ordinances, or policies of the United States, State of Missouri, Missouri Southern State University, Jasper County, and the City of Joplin or its agencies must be observed at all times.

5. Speech that is abusive towards students and/or conduct likely to incite riotous, physically violent reactions is prohibited. The physical safety of all persons on campus will be of prime importance.

6. Individuals or groups who for any reason are unwilling to comply with this policy must leave the campus.

7. Any group sponsoring such an event at Missouri Southern State University must acknowledge Missouri Southern State University policy and provide documentation that establishes that all persons participating in the event have been made aware of Missouri Southern State University policy. The term “participating” includes actual participants and those working at the event.

8. A security officer may accompany authorized person(s) or group(s) while on University grounds and may electronically record any related activities.

**Outdoor Recreation** – backpacking, basic water rescue, outdoor trips and outings, etc.

**Open Recreation** – drop-in recreational time in various activities; basketball, racquetball, swimming, weight training and walking/jogging

**Special Events** – A wide variety of activities will be offered Welcome Back Week, Homecoming Sports Fling, tabletop football, miniature golf tournament, etc. The Campus Recreation program offers programs for students, faculty and staff of all ages. The Campus Recreation program also offers activities on various days and times in an attempt to meet the needs of traditional and non-traditional students. So, don’t miss out on the fun. There is an activity and a time for everyone. The Campus Recreation Office is located in the Billingsly Student Center 241.
**Use of Facilities Policy Statement of the Board of Governors**

University physical facilities exist for the primary purpose of serving a planned and scheduled program of educational activity. At times, when not required in the regularly planned educational program and with prior approval, the University facilities may be made available for extracurricular use to departments and to their organizational units of the University. These include organizations composed exclusively of faculty and staff, organizations which exist for the benefit of the University and recognized student organizations. The ultimate authority in the approval or disapproval of the aforementioned programs is the President of the University. When a facility is not in use by a regularly scheduled educational activity or by one of the University organizations listed above, the University President is authorized to approve its use by outside organizations, provided that the program does not pertain to soliciting political party membership or supporting opposing political candidates, the raising of money for projects not directly connected with a University activity or for the conduct of private business. If the invitation to an outside speaker or program requires a financial commitment, the business officer of the University shall negotiate and sign the contract. The finance officer will not honor requests for payment of an honorarium and/or expenses without prior written authorization. Any exceptions will be authorized by the President of the University. Publicity and communications concerning any meeting shall clearly identify the sponsoring organization and shall carefully avoid any stated or implied University sponsorship. The University is not available for exploitation; special interests out of harmony with its educational objectives will not be served. Recognized student organizations may use University facilities for open or closed meetings, subject only to local campus scheduling regulations. If an off-campus speaker is to be invited to address an open meeting of a recognized academic student organization, the faculty adviser, the head of the department and the chairman of the division in which the organization is academically based must give their approval before the invitation is extended. Non-academic student organizations must have the approval of their adviser and the Student Activities Office before the invitation is extended. The final step is the filing of this notice at least 10 days prior to the meeting in the Student Activities Office (BSC 210). No University facility may be reserved for an open meeting without evidence of the required approval. A roster of recognized student organizations and their faculty advisers will be provided annually by the Dean of Students. In all open meetings at which an off-campus speaker will speak, a faculty member, selected by the sponsoring organization shall serve as a moderator and a reasonable period shall be reserved for questions from the audience. In case a request for the use of a University facility by a recognized student organization is not granted, it is the responsibility of the University officer to whom the request was made to notify promptly in writing the organization making the request stating the reasons for the denial. Speakers may be invited to the campus to discuss political issues. Recognized student organizations may solicit memberships and dues at meetings. However, political party membership may not be solicited, political parties may not be supported or opposed, money may not be raised for projects not directly connected with a University activity and private business may not be conducted in University facilities.

**Electronic Device Policy**

Cell phones, beepers, and pagers, etc. can be obvious distractions and generally should be turned off or set on silent or vibrating options. These items are expressly prohibited from being turned on in all classrooms, the library and during any university programs where they could be disruptive.
Smoking and Tobacco Use Policy

The Board of Governors of Missouri Southern State University prohibits smoking and tobacco use of any kind. Tobacco products are not permitted in any campus buildings. Smoking and the use of tobacco products (including cigarettes, smokeless tobacco, cigars, pipes, e-cigarettes, and other tobacco products) by students, faculty, staff and visitors are prohibited in all Missouri Southern State University buildings.

Procedures for Recommending Change

Recommendations for changes in University regulations contained herein will be made to the Student Affairs Office for referral to appropriate University agencies.

Interpretations of Regulations

The responsibility of these regulations rests with the Dean of Students except for academic regulations which will be interpreted by the Vice President for Academic Affairs.

Solicitation

Salesmen and solicitors are not permitted on the campus. The Missouri statutes regarding solicitation on public school premises form the basis for the policy at Missouri Southern.

The Missouri statute follows:
Section 163.370. No agent, solicitor or other such person shall solicit, offer for sale or sell any subscription, policy, service, article or thing whatsoever to any teacher or pupil in any public school of this state while such teacher or pupil is upon the premises of such school. Any person violating any provision of this section shall, upon conviction, be deemed guilty of a misdemeanor. (R.S. 1959)

Solicitors are not permitted to solicit from students or faculty members during school hours or upon the campus. Private business may not be conducted on University premises. Credit card sales and promotion are expressly prohibited. Exceptions to this solicitation policy can be made by the Dean of Students when a student organization is involved, and then only when such service is directly relevant to the purpose of that organization and to the purposes of the University.

Voter Registration

All students are encouraged to participate in national, state, and local elections. As a result of the voter registration provision of the Higher Education Act (HEA), Missouri Southern provides voter registration forms and information to all students. For details, contact the Student Activities Office (BSC-210) or call 625-9346.
Residence Life

On Campus Residence Requirements - All freshmen under the age of 21, unless they are married or live with a legal guardian, are required to live in the Missouri Southern Residence Halls as long as space is available.

General Information

Missouri Southern houses over 900 students on campus. Blaine Hall and McCormick Hall offer both single and traditional rooms. The Quad, Apartment and Suite styles offer four-person housing units. All rooms on campus are furnished with twin-long size bed and mattress, desk, chair, closet/wardrobe, wastebaskets, and blinds. Students are required to bring sheets, pillow, blankets and all personal belongings. (Prohibited items include animals, open coil appliances, candles, incense, dartboards, wooden lofts and heaters.) The four-person units are also furnished with sofa, two lounge chairs, microwave, refrigerator, and three multi-use tables. No university furnishings are to be removed from rooms or suites. The residence hall contract for room and board accommodations includes housing over Thanksgiving and Spring Breaks. Housing is available between semesters for an additional cost. All residence hall facilities are equipped with Internet, cable and heating/air. Study lounges, recreational areas, vending machines and laundry facilities are also included. Additional amenities are available in the Mayes Student Life Center adjacent to the residence halls. The residence halls are staffed by the Director of Residence Life and three full-time professional Resident Directors who are assisted by paraprofessional Resident Assistants. The University also provides a 24-hour security department.

Residence Hall Association

The Residence Hall Association (RHA) is a campus organization made up of representatives from all the residence hall units. The purpose of RHA is to promote the well-being of all residence hall students. Throughout the academic year, RHA will provide social and educational activities. A $10 activity fee for RHA will be assigned to all Residents per-semester.

Room Assignments

Room assignments are made in the order in which the contracts and deposits are received. Students may express a room preference. Assignments to the rooms cannot be guaranteed since the University reserves the right to assign rooms in what appears to be the best interest of all concerned. Reasonable privacy will be granted applicants in the occupancy of assigned accommodations, but the right is expressly reserved to enter any room at any time for reasons of health, safety, rules violations, misbehavior, or for necessary maintenance. Keys for rooms, buildings and mailboxes are the responsibility of each resident. Students will be charged for lost, damaged or copied keys. Smoking and other tobacco usage is only permitted outside of buildings, not less than 50 feet from any entrance.

Roommates

It is important all residence hall students understand that Missouri Southern is not just a home away from home – it is a living experience. This experience may be shared with roommates who will not always share similar interests. Residents are expected to be considerate of others who live in the same room, apartment unit or building wing. Roommate disputes or other concerns that cannot be resolved by the residents themselves should be brought to the attention of the Residence Life staff.

Overnight Guest Policy (Friday and Saturday only)
Weekend guests of the same sex/non-partner are permitted if advance arrangements are made with professional Residence Life staff and if approval is obtained from roommate(s). No overnight guests under the age of 17 are permitted in residence halls at any time. Residents are responsible for all activities and behavior of the guest and must assume any penalties which may be contracted by the guest. A charge of $5/night will be charged to resident responsible for guest.

**Alcohol, Drugs or Tobacco**

The following conduct will not be tolerated:

1. The possession or distribution of drugs or alcohol on university property; (empty alcohol containers for displays in rooms are also prohibited.)
2. The use of drugs, alcohol or tobacco (see university tobacco use policy) in the residence halls.
3. Bad behavior resulting from the influence of drugs and/or alcohol.

*All residents should remember that they are responsible for the conduct of guests.*

Disciplinary action will be taken for violation of the above conditions. Violation of these conditions may result in dismissal from the residence halls and the University.

**Firearms**

Firearms, fireworks, paint ball equipment, ammunition, bows and arrows, explosives or lethal weapons of any description shall not be brought into the residence halls.

**Quiet Hours**

Students are expected to cooperate in maintaining a good environment at all times and quiet hours shall be observed as follows: 8 p.m. until 8 a.m.

**Open House Hours (Visitation)**

Generally visitors may be entertained in students’ rooms during designated evening hours if approved by all roommates. Specific regulations will vary among the halls. No cohabitation is permitted. Roommate rights must be acknowledged at all times.

**Mayes Student Life Center**

The Mayes Student Life Center is a dining hall and recreational facility. The first floor is for MSSU students, faculty staff and guests. It includes an aerobics room, a computer lab with internet access, laundry facility, a theatre room with surround sound, pool tables, table tennis, video game console stations, overnight movie check-out and more. The second floor of the facility houses the dining hall for students, faculty, staff and public use.

**Dining Services**

Residence hall students select a meal plan which also includes different amounts of discretionary Dining Dollars. Dining Dollars can be used at the Mayes Dining Hall, the Lion’s Den Food Court in Billingsly Student Center and University Java located in the lower level of the Library. In addition to residence life
meal plans, special meal plans are available for purchase by commuter students at the Campus Card Service Center.

**Student Senate**

The Student Senate is the student governing body of the University. The officers and representatives are named through general elections of the student body. The Senate is composed of the following voting members: the President, Vice President, Secretary, Treasurer, Parliamentarian (nonvoting) and 36 elected Senators. Of the 36 elected Senators, nine shall be freshmen, nine shall be sophomores, nine shall be juniors and nine shall be seniors. Since its organization in 1937, the Student Senate has been given various responsibilities. Some of these are to appoint student members to the University faculty-student committees; to serve as a liaison with the administration of the University; to encourage the establishment of new campus organizations; to promote activities which will stimulate scholarship on campus; to participate in such activities as athletics and Homecoming; and, in general to initiate new programs for the academic and cultural benefits for all students. Two students are appointed to serve on the following Faculty Senate Committees:

- Academic Policies Special Events
- Admissions Athletics
- Student Conduct Library
- Scholarship & Performing Aids

The Student Senate at Southern is concerned about the interest and welfare of all students. Students are encouraged to take an active part in student government by making their wishes and ideas known to their representatives. The Student Senate Office is located in Billingsly Student Center. Students are invited to drop by to meet the officers and discuss matters of campus importance.

**University Media**

University-Student Broadcasting,
KGCS-TV and 88.7/KXMS Radio

Missouri Southern publications provide laboratory experiences for students majoring in communications, art and English who are qualified to participate in this activity. Non-majors are also invited to participate if they are interested and if they qualify. The publications, KGCS-TV and 88.7 KXMS present opportunities for creative art, creative writing, journalistic writing and broadcasting and serve as a medium for intellectual investigation and free and responsible discussion of campus, national and international issues. All editors, reporters and writers for the various publications are committed to the universally accepted principles of journalism.

**Computer Acceptable Use Policy**

*To report perceived network outages or loss of Internet access in the residence halls, please contact the MSSU Computer Help Desk via email at helpdesk@mssu.edu or call 417-659-4444. For problems related to Blackboard please contact the Blackboard Help Desk at blackboardhelp@mssu.edu or call 417-625-9885.*
MSSU's academic and administrative computing facilities are provided in order to promote and support academic pursuits. Academic computing facilities are therefore to be used only for instruction and research activities. Administrative computing facilities are to be used in support of MSSU's mission. Listed here are certain responsibilities and the ethical behavior expected of you as a computer user. In addition, since we are members of the MOREnet Consortium all computer users at MSSU are bound by their acceptable use policy, which can be viewed at http://www.more.net/about/policies/aup.html This Acceptable Use Policy is a dynamic document that will change as new issues arise or further clarification of topics is required. If questions on acceptable use arise that are not directly answered by this document, the user should be conservative and consider it unacceptable use until clarification, amendment or exception to policies can be made by the appropriate university representative. The guidelines presented here reflect U.S. Copyright Law, the Law of the State of Missouri and additional specific rules relative to the MSSU campus. It is the intent of Missouri Southern State University to adhere to the provisions of copyright laws relative to software and to comply with license agreements and/or policy statements contained in the software packages used on campus. These policies may change from time to time so please see the most current policies at http://www.mssu.edu/infoserv/documents/ComputerUsePolicy.html If you need further clarification.

U.S. Copyright Law and Software Licensing

1. All computer software is protected by the federal copyright law. It is illegal to make or distribute copies of copyrighted material without authorization.

2. The copyright owner may grant copying privileges for certain software. These special provisions will be specified in the documentation, license agreement, or in the software package.

3. The user does have the right to make a backup copy for archival purposes.

4. Under no circumstances should copyrighted software be distributed outside the university through any mechanism, electronic or otherwise.

5. You are responsible for being aware of the licensing restrictions for the software you use on any system. Lack of knowledge does not justify a violation of the law.

6. When in doubt, do not copy. Violation of copyright law of licensing agreements may result in university disciplinary action and/or may result in legal action.

7. In order to receive user support from the Computer Center, from microcomputer lab assistants, or from vendors, you may be asked to produce the manuals, serial numbers, or original diskettes as proof of proper software licensing.

State of Missouri Law, RSMo. 569.094-569.099

A state law now makes unauthorized access and interference with computer systems, computer data and other computer users illegal. Unauthorized use of passwords and the breach of security of any computer system are illegal.
**State of Missouri Law, RSMo. 573.010-573.065**

It is illegal to display explicit sexual material or child pornography. It is a violation of school policy to send/display defamatory, harassing, pornographic, obscene or patently offensive sexual materials to anyone. This conduct can subject you to criminal and civil penalties. Do not participate in such conduct.

**MSSU Rules and Regulations**

- Always apply normal standards of academic ethics and polite conduct to your use of computing services.
- Respect the equipment and privacy of others.
- Drinks, food, and tobacco products are not allowed in campus computing facilities.
- Campus computing facilities may not be used for personal profit.
- Your computing activities should not interfere with the rights of other users.
- High bandwidth applications are prohibited.
- Any use for personal or private purposes is prohibited.
- Missouri Southern property and equipment may be used only for those purposes related to the general activities and purposes of the University.
- Missouri Southern equipment cannot be used for plagiarism, cheating, harassment or intimidation or for the promotion of political or religious agendas.
- Missouri Southern prohibits the use of its property for publishing or storing obscene, pornographic or offensive materials.
- Wireless networks, including wireless routers, are prohibited in residence halls.
- Students requesting network access in a residence hall are responsible for all activity performed at their network location.
- Computers in residence halls connected to the university local area network must have adequate virus protection. Computers found to be infected with viruses or running applications negatively impacting network bandwidth are subject to disconnection to protect other users.
- ISP, WEBTV, BBS or other modem connections from residence halls are not permitted.
- Only Computer Center authorized TCP/IP connections are permitted. NetBIOS and NetBEUI are not permitted.
- Peer-to-peer file and printer sharing are not permitted.
- No inbound TCP connections are allowed from off campus locations.
Disciplinary Action

It is the expectation of the University that all students abide by the terms of this policy. If a student violates this policy, the University may subject the student to immediate disciplinary action, up to and including suspension. Prosecution under applicable state and federal laws may also be pursued.

Leon C. Billingsly Student Center

Operation Hours

During fall and spring semesters:
Monday through Friday • 6 a.m. to 10 p.m.
Saturday • 8 a.m. to 8 p.m.
Sunday • 12 noon to 10 p.m.

During semester breaks:
Monday through Friday • 8 a.m. to 5 p.m.
BSC hours may vary

Bookstore hours:
Monday through Thursday • 7:30 a.m. to 6:30 p.m.; Friday • 7:30 a.m. to 5 p.m.

Student Center House Rules

Section I. Eligibility and Policy Statement of Priority

A. The following are eligible to use the facilities of the Student Center:
   - Missouri Southern State University students
   - Missouri Southern State University faculty members
   - Missouri Southern State University staff members
   - Missouri Southern State University Alumni Association members
   - Guests of the above or of the University

B. Persons who use the Student Center facilities are expected to abide by the House Rules and other University regulations.

C. Children will not be permitted in any area of the Student Center unless they are accompanied by and remain with a parent or guardian.

Section II. House Rules

A. All spaces except the bookstore are under the supervision of the Dean of Students.

B. The Student Center lounge areas are for use by students, faculty, staff and alumni or their guests, unless reserved through the Reservations Office, BSC 241 for other purposes.
C. No classes, lectures, labs or any type of class for credit shall be scheduled in the Student Center unless approved by the Dean of Students.

D. Voting boxes for student approved campus elections may be placed only in those areas of the Student Center approved by the Dean of Students.

E. Selling tickets to approved campus events by proper reservation for off-campus groups by special permission from the Director of Student Activities may be permitted in the Student Center.

F. Animals are not permitted in the building at any time.

G. Equipment and furnishings assigned to the Student Center shall not be removed for any reason except upon written permission of the Dean of Students.

H. The Student Center shall not be responsible for any articles lost in the building. Articles found in the building should be brought to the Student Activities Office for proper handling (Room 210).

I. Any damage to building or equipment will be charged to the group using it at the time damage occurs unless individual responsibility can be established.

J. No persons, except authorized personnel, shall remain in the Student Center after official closing time.

K. Gambling is prohibited in the building.

L. Failure to cooperate with persons employed to enforce regulations may result in appropriate disciplinary action.

M. Student Center facilities are not to be used for promoting off-campus activities for a commercial nature by a sponsoring student organization.

Section III

A. Priorities:

Events sponsored by the Campus Activities Board and Campus Recreation shall be given priority in the use of the facilities of the Student Center. Priority will next be given to recognized campus organizations and University committees, then to other groups on a first-come, first-serve basis.

B. General Procedures:

1. Reservations of space and equipment for all events must be made with the Student Activities Office by an officer or authorized member of the sponsoring Organization.

2. After assignment of space has been made, arrangements must be made with the Dining Services General Manager for all food and refreshments desired for an event held in the Student Center. All food and beverages used in the Student Center must be provided or approved by University Dining Services, subject to requirements of that service. This includes food and drinks that have been donated or prepared elsewhere.
3. Any group that has reserved rooms and failed to use them, or has shown disregard for equipment in the Student Center may be charged a room rental fee or denied further use of rooms, or both. Failure to notify the Student Activities Office of a cancellation 24 hours in advance of the event will result in a charge, where applicable, for the cost incurred for the event scheduled, custodial overtime accumulated, or equipment prepared.

C. Deadlines for Reservations:

The Student Center may be reserved up to one semester in advance for both campus and off-campus functions. Large-scale social functions requiring extensive setup or equipment require no less than two weeks advance notice, and smaller functions require at least two full working days’ notice in order for proper preparations to be made. Seating arrangements for meeting and/or dining should be specified with the request for space. Final attendance counts and equipment needs must be confirmed with the Student Activities Office no later than noon two working days prior to the event.

D. Decorating:

1. Arrangements for setting up decorations must be made with the Student Activities Office, as available time will vary.

2. Decorations must be self-supporting. No pins, nails or tape may be used to attach any type of decorations to the walls or ceiling. Items may be hung from the ceiling in certain areas with fishing line or string, with prior notice.

3. All decorations not provided for in the above section must be approved by the Director of Student Activities.

4. All decorations and equipment not to be destroyed must be removed by the following morning, unless an earlier deadline is specified by the Student Activities Office. Groups leaving decorations and equipment to be disposed of will be billed for the time it takes the University Staff to clean up after the event.

E. Facility Fees

Charges for the use of Billingsly Student Center rooms and equipment may be obtained from the Student Activities Office at the time the reservation is made. Additional charges for custodial overtime and temperature control will be approximated at that time, but the actual charges will depend entirely on the amount of time the group uses the facility and the amount of clean-up required.

F. Non-University Groups

Requests for the use of Student Center facilities by a non-university group should be directed to the Director of Student Activities. The evaluation of the appropriateness and worth to the University program of a particular use of facilities by a non-university group or organization shall be based upon the following criteria:

1. Relevance and contribution to the needs of the education program of the University.

2. Timeliness and intrinsic merit of the activity.
3. Availability of suitable space not needed for the educational activities of the University.

**Sexual Harassment Policy**

Missouri Southern State University is committed to fostering a work and learning environment where all individuals are treated fairly and with complete respect. It is, and continues to be, University policy that sexual harassment of employees, students, and applicants for employment or admission is unacceptable conduct which will not be tolerated. “Sexual harassment” includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. submission to the conduct is made either an explicit or implicit term or condition of an individual’s employment

2. or education; or

3. submission to or rejection of the conduct by an individual is used as the basis for employment or academic decisions affecting that individual; or

4. the harassment substantially interferes with an individual’s work or academic performance or creates an intimidating, hostile or offensive working or learning environment. Sexual harassment is a serious violation of University policy and is incompatible with the University’s belief that employees and students should be treated with respect and dignity. Any employee, student or applicant for employment or admission who feels that he or she has experienced or observed sexual harassment by an employee of the University should report such incidents to his or her supervisor, or to the Director of Human Resources without fear of intimidation or reprisal. Sexual harassment complaints against students should be reported to the Dean of Students. The University will promptly investigate all allegations of sexual harassment in as confidential a manner as possible. The University will also take appropriate action to ensure that neither inappropriate language or conduct, nor sexual harassment persists.

**Drug and Alcohol Prevention Program**

Pursuant to the Drug-Free Schools and Communities Act Amendments of 1989, Missouri Southern State University established a drug and alcohol prevention program for its students. The University’s program is described below.

**Substance Abuse Policy:** Students are prohibited from using alcoholic beverages and illegal drugs on University owned or controlled property and at University-sponsored or supervised activities.

Irresponsible alcohol or other drug usage off campus resulting in disorderly conduct on campus also is not acceptable. Any student of Missouri Southern State University found to have manufactured, dispensed, possessed or used a controlled substance in violation of the Substance Abuse Policy of this university will be subject to discipline in accordance with university policy and reported to local, state or federal law enforcement authorities for criminal prosecution. Criminal prosecution for these acts could
lead to conviction and such a conviction could result in a sentence imposing a monetary fine, imprisonment in a state or federal penitentiary or both.

**Health Risks:** Specific serious health risks are associated with the use of illicit drugs and alcohol. Some of the major risks:

**Alcohol and other depressants (barbiturates, sedatives, and tranquilizers):** Addiction, accidents as a result of impaired ability and judgment, overdose when used with other depressants, damage to a developing fetus, heart and liver damage.

**Marijuana:** Addiction; panic reaction; impaired short-term memory; increased risk of lung cancer and emphysema, particularly in cigarette smokers; impairment of driving ability.

**Cocaine:** Addiction, heart attack, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with other stimulants, such as speed and uppers.

**Hallucinogens (acid, LSD, PCP, MDMA, etc.):** Loss of consciousness, suffocation, damage to brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, impaired judgment.

**Resources:** A variety of resources exist for drug or alcohol counseling, treatment or rehabilitation programs. For more detailed information concerning these resources and others available from the University and/or community agencies, students may contact the Advising, Counseling & Testing Service (ACTS), 417.625.9324 or the Student Affairs Office (417.625.9392). Such referrals will respect individual confidentiality. A main objective of the drug and alcohol prevention program is to encourage healthy attitudes and behaviors on the part of all students and responsible decisions about alcohol/drug use. A final objective is to provide students with the necessary skills to help them carry out the decisions they have made in regard to their use or nonuse of alcohol/drugs, and how to effectively handle certain “high pressure” situations. To meet the above objective, information and assistance is provided to students in several ways. First, alcohol and drug films are shown and programs conducted in all orientation classes, which are required for all new students. Additional alcohol and drug information is presented in other academic classes, including Kinesiology, Lifetime Wellness. Pamphlets about alcohol and drug use are distributed each semester in residence hall rooms and in the Student Center. Special alcohol and drug training is provided annually for residence hall staff and orientation leaders.

The athletic department provides a program for varsity athletes. Special alcohol and drug programs are presented throughout the year. Active drug testing is done. A committee of counselors, teachers and clergy are available to assist varsity athletes. The Student Services Office, Campus Activities Board and Health Center provide alcohol and drug information throughout the year for all students.

**Medical Amnesty**

The health, safety, and welfare of the MSSU community is a primary concern of University officials, even if students are in violation of University alcohol/drug policies. Students should not hesitate to seek medical attention for themselves or others when the health and/or safety of someone is at risk. Students can do this without fear of facing judicial action from the University. Student violators may, however, be required to participate in a University alcohol and drug education program. This Medical Amnesty policy is implemented at the discretion of the Dean of Students and applies only to emergencies.
Classroom Visitation

Generally only enrolled students are permitted in classrooms (no children). Prospective students may observe classes if instructor permission is granted. Unattended children (16 yrs. old and under) are not permitted on campus.

Academic Evaluation and Grade Appeals

Faculty members are responsible for outlining policies to students at the beginning of each course. If a student has a complaint about a faculty member or believes that they have received a wrong grade on an examination or for a course, the initial step is to discuss the problem directly with the faculty member teaching the course. If that step does not result in a satisfactory explanation or resolution of the perceived problem, the student may bring the matter to the attention of the respective department head. The next person in the line of appeal, should the student continue to contest the issue and wish to pursue an appeal, is the respective school dean. If the student wants to make the grievance formal, the student must describe the issue and desired resolution in writing to the dean. Should the person to whom the student would bring the appeal in this process as outlined above also be the faculty member in whose course the grade is being questioned, that person has no jurisdiction over the appeal. In such a case, the Vice President for Academic Affairs will call on an appropriate faculty member from the department or a related department to review the circumstances and make a recommendation to the Vice President for Academic Affairs, who will be the final arbitrator in any such appeal.

Student Grievance Procedure

Missouri Southern State University strives to treat all students and campus community members fairly and responsibility in accordance with campus policies and procedures. If a student or a member of the campus community To the extent possible, all grievances should be settled through informal discussions at the lowest administrative level, and disputed matters should be processed as a formal grievance only when either party feels that a fair and equitable solution has not been reached in the informal discussion.

Informal process:

Student Conduct Member – if a student has a complaint or disagreement with a faculty member he/she should:

1. First speak with the individual Faculty member.
2. If the student does not reach an acceptable solution with the individual Faculty member he/she then speak with the Department Head of the specific college.
3. If the student does not reach an acceptable solution with the Department Head of the college he/she then speak with the Dean of the Specific college.
4. If the student does not reach an acceptable solution with the the Dean of the Specific college he/she should then then speak with the Vice President of Academic Affairs.
Student/Staff Member - if a student has a complaint or disagreement with a staff member he/she should:

1. Contact the Student Affairs Office and arrange a meeting with the Dean of Students or with the Vice President of Student Affairs.

Student/Student - if a student has a complaint or disagreement with another student he/she should:

1. Contact the Student Affairs Office and arrange a meeting with the Dean of Students or with the Vice President of Student Affairs.

**Formal Process:**

Any student grievance that was not solved through the informal process may be presented in writing and filed with the Vice President of Academic Affairs for academic grievances or the Vice President of Student Affairs for any grievance concerning staff or students. A grievance must be filed by a student within the current school year. For additional information on filing a grievance please contact the Vice President of Student Affairs office in 347 Billingsly Student Center – 471-625-9522.

Complaints of Sexual Misconduct will be addressed via the University’s Sexual Discrimination and Sexual Harassment Policy included in this student handbook.

Grade Appeals and classroom Grievance’s will be addressed via the University’s Academic Evaluation and Grade Appeals section of the student handbook.


Information regarding accreditor complaint procedures – The Higher Learning Commissions webpage is located at: [https://www.ncahlc.org/HLC-Institutions/complaints.html](https://www.ncahlc.org/HLC-Institutions/complaints.html).

**Equal Opportunity**

“Missouri Southern State University does not discriminate on the basis of handicap, race, color, religion, national origin, sex or age in the recruitment and admission of students, the recruitment and employment of faculty and staff and the operation of any of its programs and activities, as specified by Federal laws and regulations.”

**Disability Access**

Missouri Southern State University strives to ensure that no qualified person with a disability shall, solely by reason of the disability, be denied access to, participation in, or the benefits of any program or activity operated by Missouri Southern. Reasonable accommodations are provided to ensure equally effective access to the university. If an individual with a currently documented disability requires an
accommodation, or wishes to file a grievance, he or she should contact the Coordinator of Disability Services in the Learning Center.

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) afford students certain rights with respect to their education records. They are:

1. The right to inspect and review the student’s education records within 45 days of the day the University received a request for access. Students should submit to the registrar, dean, head of the academic department, or other appropriate official, written requests that identify the record(s) they wish to inspect. The University official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

2. The right to request the amendment of the student’s education records that the student believes are inaccurate or misleading. Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the University decides not to amend the record as requested by the student, the University will notify the student of the decision and advise the student of his/her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the University in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel or health staff); a person or company with whom the University has contracted (such as an attorney, auditor or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his/her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his/her professional responsibility.

4. The right to file a complaint with the U. S. Department of Education concerning alleged failures by State University to comply with the requirements of FERPA. The name and address of the office that administers FERPA is: Family Policy Compliance Office, U.S. Dept. of Education, 400 Maryland Avenue, SW., Washington, D.C. 20202-4605.

Parental Notification

The University supports the theory that students, parent(s) or legal guardian(s), and the University are partners with responsibilities for the promotion of a healthy and positive educational experience for students. University disciplinary policies and procedures are designed to promote and environment conducive to student learning and growth while protecting the University community.
It is not the intent of Missouri Southern to institute a policy of parental/guardian notification for every incident involving student use of alcohol or other controlled substances. Rather, student affairs personnel will use the following guidelines to intercede in situations where alcohol or drug abuse has led to situations which threaten the health or safety of individual students, has contributed to a significant deterioration of the living-learning community, or has interfered with a University sponsored activity or event.

The University may choose to notify parent(s) or legal guardian(s) of a student’s misconduct in the area of underage drinking or drug use, however, the University is not required to do so.

**Cooperation with Authorities**

When a student is charged by federal, state or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his/her status as a student. If the alleged offense is also the subject of a proceeding for a violation of the Student Conduct Code, the University may advise off-campus authorities of the existence of the Student Conduct Code and of how such matters are handled internally within the University community. The University will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on University premises and in the compliance with conditions imposed by criminal courts for the rehabilitation of student violators.

**Policy Changes**

The University reserves the right to make changes as required in course offerings, curricula, academic policies and other rules and regulations affecting students, to be effective whenever determined by the University. These changes will govern current and formerly enrolled students. Enrollment of all students is subject to these conditions.

**Willcoxon University Health Center**

**Hours:** 8 a.m. to 5 p.m.; Monday – Friday  
**Phone:** 417-625-9323; **FAX:** 417-659-4376  
*Making Your University Experience a Healthy One!*

**Appointments Preferred. Call 417-625-9323**

Health Center Staff:

- Julie Stamps FNP – Health Center Director  
- Renee Peine, RN – Registered Nurse  
- William Hughes, DO - Campus Physician  
- Pamela Hosp - Department Secretary  
- Janelle Hall – Office Assistant
Services Available

**Diagnosis and treatment** includes but is not limited to upper respiratory infections, hypertension, back and neck strain, ear infections, gastritis, allergies, skin rashes, dietary counseling, blood pressure screening, prescriptions, etc. Referrals to Freeman Urgent Care, ER or specialists available if needed.

**Laboratory** - Analysis of blood and urine specimens is available at a special student rate. Results on most tests are available the next day.

**Over-the-Counter Items** - Students can obtain medications for coughs, colds, flu, nausea, diarrhea, headaches and upset stomachs, minor first aid products, etc.

**Hours** - The Health Center is open Monday through Friday from 8 a.m. to 5 p.m. Referrals can be made to Freeman Urgent Care or ER as needed.

**Costs** - The Nurse Practitioner or Physician visits are free. There is a minimal charge for certain items, such as blood tests, lab work, breathing treatments & immunizations. Any charges may usually be billed to your student account.

**Pharmacy** - A student discount is offered at May’s Drug in Webb City and Joplin.

**Preventive Services** - Monday - Friday, 8 a.m. to 5 p.m.

Appointments REQUIRED for these services

**Services Available** - Women’s exams, HIV, STD testing, physicals, health education, & pregnancy prevention are among the services offered for a nominal fee. Condoms are available for free.

**Communicable Diseases**

Students MUST be protected against meningitis, measles, mumps and rubella (MMR – requires two doses). It is recommended that all students be immunized once every ten years for Tetanus/Diphtheria (Td). Proof of immunization MUST be on file in the Student Health Center. Students not properly immunized or who have not had these diseases may be banned from University property if an outbreak occurs on campus. When a communicable disease is detected (whether student, faculty or staff member), the University’s physician and nurse practitioner will assume responsibility for conducting a thorough review based upon the best medical and legal information available. Any actions taken will respect the individual’s confidentiality and welfare as well as that of the University community.

**Prevention of Blood Borne Diseases**

Safety guidelines will be disseminated regularly to appropriate offices. Anyone who comes in contact with another person’s blood or body fluids should report the exposure to the Student Health Center. Do NOT attempt to clean an area that has been contaminated by blood or body fluids. Please call Security so proper procedures may be used.

**Emergency Policy**

If a health emergency occurs on campus, contract Campus Security at ext. 2222. If a situation may be life-threatening, call Joplin Emergency Medical Services (911) and then contact Campus Security.

**Immunization Policies**
U.S. Students:

MSSU requires all students to provide records showing immunity to Measles, Mumps, and Rubella. Incoming students also must provide proof of a Tuberculosis (TB) screening administered within the last 12 months or submit to a screening by the Student Health Center. All immunizations must be up-to-date and records on file before students are permitted to enroll. Non-compliant students will be required to receive immunizations at the student’s expense. If necessary, immunizations will be available during orientation, or an appointment can be made by calling Student Health Services at 417-625-9323 or by emailing HealthCenter@MSSU.edu.

International Students:

MSSU requires all International students to provide records showing immunity to Measles, Mumps, Rubella, and Hepatitis and demonstrate a negative history for active Tuberculosis (TB). All immunizations must be up-to-date and records on file prior to enrollment. Non-compliant students will be required to receive immunizations at the student’s expense. If necessary, immunizations will be available during International Student Orientation. Students who refuse immunizations or arrive without sufficient immunization records will not be permitted to attend.

Policy Instructions

Part I is mandatory for all students. Parts II and III are mandatory for students as indicated. Send immunization documents directly to the Student Health Center. Obtain copies of your immunization records, IN ENGLISH. Students should retain original documents. Copies of records may be destroyed after entry into the University database. Examples of acceptable documents include: copies of personal immunization records (“baby book”); copies of physician office or health department immunization records; or copies of high school or previous college immunization records.

PART I: Measles, Mumps, Rubella – Required for all students

MSSU requires that all newly enrolled or readmitted students born after December 31, 1956 must comply with the two-dose measles immunization policy. If a second immunization is needed, it must be the combined MMR vaccine. Students who do not comply will not be allowed to register at MSSU.

MMR requirements:

2 doses of MMR vaccine. The first dose must have been given at age 12 months or later. The second dose must have been given at least one month after the first one. OR 1 dose of MMR vaccine AND 1 dose of rubeola at 12 months of age or later. The second dose must have been given at least one month after their first dose. OR Titer (blood test) results proving immunity to measles (rubeola), mumps and rubella. Documentation is required.

PART II: Meningococcal Vaccine

Required for students living in residence halls Missouri legislation requires students in university housing to either 1) show documentation of meningococcal vaccine or 2) sign a waiver that indicates that they have chosen not to receive the vaccine. To obtain the waiver for meningococcal vaccine, the pdf may be downloaded and printed from http://www.mssu.edu/health/home.htm.
PART III: Tuberculosis (TB) Screening

Students must provide proof of a TB screening within the last 12 months or submit to a screening by the Student Health Center. Completion is required for all students in any of the following categories: From or have lived for two months or more in Asia, Africa, the Caribbean, Central or South America or Eastern Europe. Have been diagnosed with a chronic medical condition that may impair your immune system. Health care work experience. Volunteer or employee of a nursing home, prison or other residential institution. Have had contact with a person known to have active tuberculosis. If any of the above apply, TB screening is REQUIRED. TB Skin Test Screening: (Two step testing may be medically indicated)

Call the Student Health Center at 417-625-9323 to schedule an appointment for screening.

OR
Provide documentation of TB screening (PPD Mantoux skin test read and documented in millimeters of induration) done in the U.S. within the past 12 months. Chest x-rays will be required for anyone with a positive skin test. X-ray films must have been taken within the past 12 months.

OR
Provide documentation of prior treatment of active TB disease, plus X-ray results with-in one year.

PART IV: Immunizations recommended, but not required, for all University students:

Tetanus/Diphtheria administered within the past 10 years.

Hepatitis B (3 doses). Provide dates of any doses already received.

Influenza vaccine. Available each fall and advisable for all students, but is especially recommended for those with asthma or other chronic illnesses.

Varicella (chicken pox). No vaccine is needed if there is a good history of natural infection. If history is questionable, a blood test can be done at the student’s expense to determine immune status. If any of these immunizations have been received, please send a copy of your record. These immunizations may be obtained at the Student Health Center and charged to the student’s account. Call 417-625-9323 if you wish to schedule an appointment. Questions about immunizations should be directed to 417-625-9323. Compliance/completion of the MMR requirements can be achieved at the City Health Department. Other routine immunizations available but not currently required (Hepatitis A, Hepatitis B, Meningococcal, Influenza, Diphtheria/Tetanus/Pertussis, Chickenpox) and travel vaccines (Typhoid Fever, Japanese Encephalitis, Immune Globulin, etc.) and information is available including the cost of the specific immunization, at the Student Health Center.

General Disease and Immunization Information MEASLES, MUMPS AND RUBELLA (MMR):

These common childhood illnesses may have serious consequences if experienced as an adult or during pregnancy. TWO MMRs, or equivalent, are required for those born after January 1, 1956. The second booster must have been received after 1980, as early vaccine was not consistently effective.
HEPATITIS A:
A viral infection resulting in inflammation of the liver and often leading to temporary jaundice and flu like symptoms most often transmitted by contaminated food. A 2-shot series offers protection for up to 10 years and is advised for all travelers to less developed areas.

HEPATITIS B:
Its early symptoms are similar to Hepatitis A, but with more severe course and the risk of later developing cancer of the liver and other complications. It is generally transmitted by contact with blood or body secretions from an infected person. It may be sexually transmitted. A 3-shot series is available that should offer 10 years or more of immunity. Hepatitis B vaccination is required of all health science students and recommended for all others.

TWINRIX:
A combination vaccination that protects against both Hepatitis A and B is available.

MENINGOCOCCAL MENINGITIS:
Though relatively rare and usually occurring as an isolated case, it may be rapidly fatal. A single shot will offer a lifetime protection against about one half of the bacterial serotypes that may cause this disease. Immunization is recommended by the American College Health Association and state mandated for residential students.

INFLUENZA:
Flu shots are available to all students and staff each fall/winter. It is strongly advised for those with asthma and other respiratory or heart conditions. This immunization requires a yearly update.

TETANUS/DIPHTHERIA or TETANUS/DIPHTHERIA/PERTUSSIS:
After the initial childhood series, a booster every 10 years is important to provide continued protection. An earlier booster may be indicated for certain injuries.

Infectious Disease Policy

STUDENTS (including continuing education and distance learning):

- Students who travel in an affected area should arrive in the USA at least ten days before the start date for classes each semester. Those arriving on campus before the ten-day waiting period is complete should report to the MSSU Health Center for an infectious disease screening before accessing University housing or attending class.
- Students who have arrived in the USA at least ten days prior to beginning or resuming classes should report to the MSSU Health Center after the tenth day to be cleared for classes. During the ten-day waiting period, it is important to self-monitor for symptoms and to record the results. NOTE: Please present self-monitoring results to the MSSU Health Center when obtaining clearance for classes.
- Students who can demonstrate hardship beyond their control that must arrive in the USA less than ten days before classes begin should go to the MSSU Health Center to obtain an infectious disease
screening and clearance to register. Examples of hardships include, but are not limited to: previously purchased non-refundable airline tickets; or an inability to obtain a necessary visa, etc. Those who travel in an affected area during the term of a semester should prepare to remain off campus (including classes) for ten days after their return. Students will be individually responsible for making arrangements with their instructors for class-related issues, and with the MSSU Residence Life Office for off-campus residence issues during the ten-day waiting period. After the waiting period is complete, students should go to the MSSU Health Center for clearance to return to class. During the ten-day waiting period, it is important to self-monitor for symptoms and to record the results. NOTE: Please present self-monitoring results to the MSSU Health Center when obtaining clearance for classes.

FACULTY/STAFF

(including new employees, student workers, adjunct faculty teaching assistants, and temporary employees)

- Those that travel in affected areas should arrive in the United States at least ten days before beginning or resuming duties, unless approved for telecommuting. Faculty/Staff should consult a physician or the MSSU Health Center after the tenth day to be cleared for work. During the ten-day waiting period, it is important to self-monitor for symptoms and to record the results. NOTE: Please present self-monitoring results to your physician or the MSSU Health Center when obtaining clearance for work.
- Failure to arrive in the USA at least ten days before beginning or resuming duties could render a faculty/staff member ineligible to perform work-related responsibilities on campus.

Preparation and Treatment

- MSSU Health Center will work in conjunction with the MSSU Department of Public Safety to implement preparation and control protocols should anyone with an infectious disease present himself or herself for treatment, or should a case arise on campus. The MSSU Health Center will coordinate with local and county healthcare officials and providers to assure that appropriate measures are implemented for the treatment of individuals diagnosed with an infectious disease.
- The MSSU Residence Life Office has developed an emergency plan of action for possible isolation or quarantine should anyone residing in University housing be diagnosed with an infectious disease.

Control Strategies

- The University recommends that faculty/staff and students limit travel in or around areas affected by a travel alert or advisory issued by the Centers for Disease Control (CDC) and/or World Health Organization (WHO). Anyone suspecting they have been exposed to the Avian Flu/Swine Flu or any other infectious disease should consult a physician as soon as possible.
- A faculty/staff or student, who becomes symptomatic within ten days after travel to or around an affected area, or exposure to an infectious disease, should not attend class, come to work, or attend a University event/function until diagnosis has been made and clearance given by a healthcare provider.

Immunity from Liability

Nothing in this policy may be construed to impose liability upon the State of Missouri, the County Health Departments, Missouri Southern State University or any officer, employee or agent thereof, acting on
their behalf, for damages resulting from an infectious disease screening, monitoring, and/or treatment plan.

**Policies**

**General Provisions**

A. These University-wide policies shall apply to the campus, to University-controlled property, to University-sponsored and University-supervised functions.

B. These policies became effective July 1, 1971.

C. Definition of Student: For the purpose of these policies, a student is defined as one who is currently enrolled at Missouri Southern State University, except the President may extend coverage for these policies to students who have completed the immediately preceding term and are eligible for reenrollment. A full-time student shall be defined as a student who has enrolled in 12 or more hours in a regular semester or a student who has enrolled in six or more hours in a summer session. A part-time student is a student who has enrolled in fewer than 12 hours in a regular semester or a student who has enrolled in fewer than six hours in a summer session.

D. University Communication with Students: All MSSU students are expected to check their campus mailbox, their email account, and LioNet portal. Failure to regularly check any of these important sites of campus communications is not a valid reason for being unaware of university policies or procedures, or of one’s academic, financial, immigration, immunization, immigration or judicial status at the university.

**Philosophy Statement for the First-Year Experience**

Missouri Southern State University is committed to making the first year of college a success for each student. This ideal is translated into action by fostering five integrated components:

- a smooth transition into university life;
- a sense of shared responsibility;
- a challenging and stimulating learner centered academic environment;
- a sense of inclusive community;
- a comprehensive support program of personnel and resources.

The University facilitates the transition to higher education from diverse life experiences and develops lifelong learners for intellectual, cultural, and social exchanges. The responsibility for student learning is shared by all members of the campus community. The University’s liberal arts foundation prepares students to become knowledgeable, critical thinkers who can meet the challenges and responsibilities facing global citizens. Missouri Southern fosters a sense of community, campus spirit, and support for its first year students by promoting connections with faculty, administrators, support staff, and peers. Continuous quality assessment of each of the components is conducted so that necessary changes are implemented to maximize the first-year experience.
George A. Spiva Library

James Capeci, Interim Library Director
Spiva Library 120, 417.625.9806

Librarians: Robert Black, Amber Carr, Nancy Crabtree, Hong Li, Charles Nodler, Lucy Wang

Spiva Library is the major information resource on campus, providing access to over 1 million research items in a variety of formats, including: print books and journals; electronic books and databases; and microfilm and microfiche. Collections housed in the archives include the Congressional Papers of Gene Taylor, a former member of the United States House of Representatives; Tri-State mining maps; the papers of Dr. Arrell Gibson, a noted Western historian; and MSSU archival material.

Staff & Hours

Helpful staff members are stationed throughout the library to support all materials and services. The staff is composed of degreed librarians, numerous support staff members, and student workers who serve in all areas of the library.

Hours for Fall and Spring Semesters*

1 p.m. - 11 p.m. Sunday
7:30 a.m. - 11 p.m. Monday through Thursday
7:30 a.m. - 5 p.m. Friday
9 a.m. - 5 p.m. Saturday

*Library hours differ during holidays, breaks, and summer.

Contact Numbers

Archives – 417.625.9552
AV / Curriculum Materials – 417.625.9770
Career Services – 417.625.9343
Circulation/Interlibrary Loan – 417.625.9362
Director – 417.625.9806
Fax – 417.625.9734
Government Documents – 417.625.9770
Library Administrative Coordinator and Acquisitions Specialist – 417.625.9386
Reference – 417.625.9342
Technical Services – 417.625.9550
  Technical Services Librarian – 417.625.3107
  Technical Services Full-Time Clerk – 417.625.3103
  Technical Services Part-Time Clerk – 417.625.3105

Accessibility

Spiva Library works closely with the campus Disability Services Coordinator to ensure that the library is accessible to patrons with disabilities. Patrons with a disability may contact any library staff member for assistance.
Mission

The George A. Spiva Library provides organization of and access to information essential to Missouri Southern State University’s commitment to a liberal arts education and lifelong learning, with a firm emphasis on international studies and quality classroom teaching. The library also serves as a resource for residents in the region. Professional librarians and trained support staff expedite and enhance access to information through the sharing of expertise, participation in networks, the acquisition and maintenance of resources, creation of bibliographic tools and help guides, development of instruction programs, and the availability of reference services. The curriculum and research needs of students, faculty, and staff are met by providing timely access to information in the most beneficial format. Spiva Library will maintain and enhance user-oriented services, introduce new technologies, and build collections that contain diverse points of view. These initiatives will further demonstrate the central role played by the library in supporting the mission of the University and the educational needs of our constituents.

Building

The Cragin addition and renovation of Spiva Library took place in the fall of 2001. The new addition doubled the square footage of the library to 80,000. The changes provide a modern and up-to-date facility that is the center for campus study and research. University Java coffee shop on the 1st floor of the library allows students to study and enjoy a beverage or snacks. They may also surf the web on nearby computers or checkout and return materials at a secondary Circulation desk. The lounge area near the coffee shop is a popular place for faculty to meet with classes or conduct office hours. Archives and Technical Services are also located on the 1st floor.

The 2nd floor of the library houses the Main collection which circulates, private study rooms, a small computer lab, and Career Services.

The 3rd floor is considered the "research floor" of the library and it’s where Circulation, Reference, and Periodicals are located. A large computer lab enables students to do their research on the internet and prepare papers or presentations. The Resource Development Center and University grant writer are located on the 3rd floor.

The Belk Faculty Reading Room on the 4th floor recognizes retired faculty and provides a unique space for meetings or grading papers. The adjacent Quiet Room is beautifully furnished and maintains the enforced quiet that many people desire in the library. Also located on the 4th floor are the audio visual collection, curriculum materials, government documents, and microforms. Wireless computer access is available throughout the library, as are Ethernet connections, to enable students to connect their own laptops to the campus backbone. Other open areas with comfortable lounge furniture or tables and chairs provide students with places to relax and study. Study rooms are available for students wanting privacy or to work in groups without disturbing others.

Online Catalog

SWAN (SouthWest Academic Network) is the public catalog and available via the Internet at http://swan.searchmobius.org/.

The catalog allows a search of Missouri Southern’s materials and/or those held by other members of the SWAN cluster of institutions. SWAN has grown to include:

- Missouri Southern State University,
- Baptist Bible College,
- Cottey College,
- Crowder College,
- Drury University,
- Evangel University,
- Missouri State University,
- Ozark Christian College,
- Ozarks Technical Community College, and
- Southwest Baptist University.

SWAN is one of nearly 20 clusters forming MOBIUS, a consortium linking the academic libraries of Missouri. MOBIUS enables a student to borrow a book from any academic library in Missouri and expect to receive it within an average of 48 hours. The requests are delivered Monday through Friday by an independent courier. This system eliminates tedious forms and provides rapid service. The book resources available number in the tens of millions and may be borrowed by MSSU students, faculty, and staff free of charge. Five large public libraries have joined MOBIUS in resource sharing and provide additional materials for our students. Currently, over 70 libraries form MOBIUS, including academic, public and special libraries, and the Missouri State Library.

Research

Major periodical indexes in business, education, social science, history, psychology, English, biology, nursing and many other disciplines are available to MSSU students and professors on the internet, many in a full text format. Access to these resources is available through the library’s web page http://www.mssu.edu/library/. Students and faculty may access these resources from off-campus through the proxy server using their Missouri Southern credentials. Spiva Library maintains print periodicals and microforms of back issues. Interlibrary loan requests for materials that are unavailable in-house or through MOBIUS are sent and received through an international computer network of libraries called OCLC. Periodical articles are rapidly sent and received via fax and email.

Instruction

The teaching function of the library is important, as it should be in a university that prizes teaching excellence and contact with students. Every effort is made to ensure that students learn how to conduct effective research and to use information resources knowledgeably. Librarians provide tours of the library, workshops, class lectures, and individual assistance. An “Ask Us” button is located on the right side of the library’s webpage for students to live chat with library staff, view FAQs or submit a question via email. If extensive research assistance is required, please call 417.625.9342 to schedule an appointment.

Equipment

Five computer labs contain over 100 workstations for student use on every floor of the library, three with scanners, and all workstations are connected to black and white and/or color network printers. A portion of the workstations have specialty software such as AutoCAD 2012 for students in specific majors. Four additional workstations are available for quick searching. Digital and analog microform readers and printers are available for viewing and printing periodical back files. Black & white and color photocopiers are located throughout Spiva Library.
AVC, Curriculum, and Government Documents

Located on the top floor of the Spiva Library is the Audio Visual Center. This area includes video and audiotape materials, compact discs, DVDs, slides, kits, and miscellaneous instructional materials. The AVC provides appropriate playback equipment for the materials. Curriculum textbooks, curriculum guides on microfiche as well as young adult and juvenile books that support the teacher education curriculum are housed in this area. Spiva Library is a selective depository for federal documents, which are located on the 4th floor. The staff provides limited production services such as laminating. There is a small inventory of videocassette and DVD players and televisions, audiocassette and recorders.

University Services

Activities and Calendar Information. 625-9760
Advising, Counseling, & Testing Services
   (ACTS). 625-9324
Beimdiek Recreation Center. 625-9760
Campus Card Service Center. 659-5463
Central Switchboard. 625-9300
Dean of Students. 625-9531
Dining Services/Catering (Sodexo). 625-9546
Willcoxon Health Center. 625-9323
Disability Services. 659-3725
Library (Spiva Library). 625-9362
Maintenance. 625-9331
MSSU Police Department (24 hours). 626-2222
Publicity, Media Relations. 625-9399
Senate Office. 625-9392
Student Affairs. 625-9392
Student Success Center. 659-3725
Ticket Office. 625-9366

Equal Employment Opportunity Policy Statement

Missouri Southern State University is a community that respects all individuals and follows a policy of nondiscrimination based upon demonstrated ability and competence as it pertains to the access of education programs, the awarding of student financial aid, and the recruitment, admission, housing, placement and retention of students, faculty and staff. Such university decisions are made without regard to age, gender, color, race, religion, disability, veteran’s status, national origin, ancestry or sexual orientation. MSSU operates in accordance with federal law and applicable Missouri statutes with regard to any insurance and retirement program offered or sponsored by the university.

Harassment

Anti-Harassment Policy

Missouri Southern State University is committed to fostering a working and learning environment where all individuals are treated with respect and dignity. In keeping with that commitment, the University strictly prohibits any form of harassment by or against any faculty member, staff member, student,
applicant for employment, customer, third-party contractor, guest, or visitor (collectively the “University Community”). It is a violation of this policy to retaliate against any member of the University Community who reports or assists in making a complaint of harassment or who participates in the investigation of a complaint in any way.

Harassment is written, verbal or physical conduct that degrades or shows hostility or aversion toward an individual because of his/her protected status (age, gender, color, race, religion, disability, veteran’s status, national origin, ancestry, or any other protected status under federal, state, or local law) that (i) has the purpose or effect of creating an intimidating, hostile or offensive work or learning environment; (ii) has the purpose or effect of unreasonably interfering with an individual’s work or academic performance; or (iii) otherwise adversely affects an individual’s employment or academic opportunities.

Sexual harassment is addressed and defined separately in the University’s Sex Discrimination and Sexual Harassment Policy.

Any member of the University Community who believes that he or she has experienced or observed harassment by another member of the University Community should report such incident to his or her supervisor or to the Director of Human Resources without fear of intimidation or reprisal. If the alleged harasser is a student, the report should be made to the Dean of Students.

The University will thoroughly and promptly investigate all complaints of harassment. The University’s investigation will be discreet, with information being shared only with those whose involvement is necessary for a thorough and fair investigation and resolution. If an investigation confirms that harassment has occurred, the University will take prompt and appropriate remedial action to address the harassment, eliminate any hostile environment, prevent its recurrence, and correct its effects on the victim and others, if applicable. Any discipline will be imposed pursuant to applicable procedures (such as the Code of Student Conduct) depending on the status of the alleged perpetrator.

This policy applies to all members of the University Community. The prohibition on harassment extends to all of the University’s programs and activities, including but not limited to, admissions, employment, academics, athletics, housing, and student services.

Persons who violate this policy will face discipline up to and including termination/expulsion.

**Sex Discrimination And Sexual Harassment Policy**

Missouri Southern State University is committed to fostering a working and learning environment where all individuals are treated fairly and with complete respect. In keeping with that commitment, the University considers all forms of Sex Discrimination (as defined below) to constitute a serious offense. Sex Discrimination by or against any faculty member, staff member, student, applicant for employment, customer, third-party contractor, guest, or visitor (collectively the “University Community”) is strictly prohibited.

Sexual Harassment (as defined below) is always consistent with the expectations of the University and may constitute a form of Sex Discrimination in violation of this policy. Sexual Harassment also includes Sexual Violence/Assault (as defined below).

It is a violation of this policy to retaliate against any member of the University Community who reports or assists in making a complaint of Sex Discrimination or who participates in the investigation of a complaint in any way.
This policy applies to all members of the University Community. The prohibition on Sex Discrimination extends to all of the University’s programs and activities, including but not limited to, admissions, employment, academics, athletics, housing, and student services.

The University will thoroughly and promptly investigate all complaints of Sex Discrimination. If an investigation confirms that Sex Discrimination has occurred, the University will take prompt and appropriate remedial action to address the discrimination, eliminate any hostile environment, prevent its recurrence, and correct its effects on the victim and others, if applicable.

**Title IX Statement**

It is the policy of the University to comply with Title IX of the Education Amendments of 1972 and their implementing regulations, which prohibit Sex Discrimination in the University’s educational programs and activities. Title IX and its implementing regulations also prohibit retaliation for asserting claims of Sex Discrimination. The University has designated the following Title IX Coordinator to coordinate its compliance with Title IX and to receive inquiries regarding Title IX, including complaints of Sex Discrimination.

Dr. Ron Mitchell  
Dean of Students/Title IX Coordinator  
Billingsly Student Center 347  
Tel: 417-625-9531.  
Email: mitchell-r@mssu.edu

A person may obtain additional information on Title IX, and may also file a complaint of Sex Discrimination, with the U.S. Department of Education’s Office for Civil Rights by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or by calling 1-800-421-3481.

**Sex Discrimination**

**Sex Discrimination**

The University prohibits discrimination on the basis of sex (“Sex Discrimination”) in all the University’s programs and activities. In compliance with Title IX and its implementing regulations, the University has implemented this policy to eliminate, prevent, and address conduct that constitutes Sex Discrimination. Conduct, such as Sexual Harassment, constitutes prohibited Sex Discrimination when it denies or limits a person’s ability to participate in or benefit from the University’s programs and activities based on sex. Sexual Harassment denies or limits a person’s ability to participate in or benefit from the University’s programs and activities, when:

- submission to the conduct is made either an explicit or implicit term or condition of an individual’s employment or education; or

- submission to or rejection of the conduct by an individual is used as the basis for employment or academic decisions affecting that individual; or
• the harassment substantially interferes with an individual’s work or academic performance or creates an intimidating, hostile or offensive working or learning environment.

Notwithstanding the aforementioned definition of Sex Discrimination, the University reserves the right to resolve, investigate, and/or take disciplinary action against any improper conduct of a sexual nature, including but not limited to Sexual Harassment, even though such conduct is not of the type, severity, or pervasiveness that constitutes Sex Discrimination under this policy.

Definition of Sexual Harassment

Sexual Harassment is any unwelcome conduct of a sexual nature. Sexual Harassment constitutes Sex Discrimination when it denies or limits a person’s ability to participate in or benefit from the University’s programs and activities. Prohibited Sexual Harassment is a serious violation of University policy and is incompatible with the University’s belief that employees and students should be treated with respect and dignity.

Sexual Harassment includes unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome verbal, physical, or visual conduct of a sexual nature, such as:

• Pressure for a dating, romantic, or intimate relationship
• Touching, kissing, hugging, or massaging
• Pressure for sexual activity
• Unnecessary references to parts of the body
• Sexual innuendos or sexual humor
• Obscene gestures
• Sexual graffiti, pictures, or posters
• Sexually explicit profanity
• Asking about, or telling about, sexual fantasies
• E-mail and Internet use that violates this policy
• Sexual violence (as defined below)
• Aiding and abetting another person in committing Sex Discrimination
• Retaliating against any person who make a report of Sex Discrimination or who participates in the investigation of a report in any way (such as a witness).

Definition of Sexual Violence/Assault

Sexual Violence/Assault is a severe form of Sexual Harassment that may also constitute a crime in violation of federal, state, or local law. Sexual Violence/Assault includes physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to a physical or mental disability, due to the use of drugs and/or alcohol, or due to the victim’s youth (i.e., they are below the legal age of consent). A single instance of Sexual Violence/Assault is sufficiently severe to deny or limit a person’s ability to participate in or benefit from the University’s programs or activities, and, therefore, constitutes prohibited Sex Discrimination. Sexual Violence/Assault is further defined and addressed in the University’s Sexual Violence/Assault Policy.

Reporting

All University employees (administrators, faculty, and staff) have a duty to file a report when they believe, or receive information indicating, that a member of the University Community has been
subjected to Sex Discrimination. The employee should report to the Dean of Students/Title IX Coordinator, Billingsly 347, Tel: 417-625-9351. Such a report must be made promptly. The only employees exempted from this mandatory reporting obligation are licensed counselors, licensed medical professionals, and their administrative/support staff responsible for scheduling appointments (“Confidential Reporters”).

Students and other members of the University Community who believe they or another member of the University Community has been subjected to Sex Discrimination are encouraged to make a report to the Dean of Students/Title IX Coordinator, Billingsly 347, Tel: 417-625-9351. Although there is no statute of limitations for alleged victims of Sex Discrimination to make reports, the University urges alleged victims of Sex Discrimination to make reports promptly. Delayed reporting may limit the University’s ability to thoroughly investigate the report.

Any member of the University Community who believes they have been subjected to Sex Discrimination that constitutes a crime are encouraged to also make a complaint to University police or local law enforcement. If requested, the University will assist the complainant in notifying the appropriate law enforcement authorities. In the event of an emergency, please contact 911.

The University’s Sexual Violence/Assault Policy provides further reporting guidance and recommendations for members of the University Community who are alleged victims of Sexual Violence/Assault.

**Investigation**

All reports of Sex Discrimination will be promptly and thoroughly investigated by an investigator appointed by the University. The investigator will discharge his or her obligations fairly and impartially. If the investigator determines he or she cannot fairly and impartially investigate a report due to a conflict of interest, the investigator will recuse himself or herself and a new investigator will be appointed.

The investigator will commence the investigation as soon as practicable, but not later than seven (7) days after a report is made. The pendency of a criminal investigation does not relieve the University of its obligation to conduct an investigation. However, the University’s investigation may be delayed temporarily to avoid interfering with a criminal investigation.

The purpose of the investigation is to determine whether it is more likely than not that the alleged behavior occurred and, if so, whether it constitutes Sex Discrimination. During the course of the investigation, the investigator may receive counsel from University administrators, the University’s attorneys, or other parties as needed.

During the investigation, the complainant (i.e., the alleged victim of the Sex Discrimination) will have the opportunity to describe his or her allegations and present supporting witnesses or other evidence. The respondent (i.e., the alleged perpetrator of the Sex Discrimination) will have the opportunity to respond to the allegations and present supporting witnesses or other evidence. The investigator will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. All parties and witnesses involved in the investigation are expected to cooperate and provide complete and truthful information.

During the investigation process, the complainant and respondent will have equal rights. They include: equal opportunity to identify and have considered witnesses and other relevant evidence; similar and timely access to all information considered by the investigator; equal opportunity to review any
statements or evidence provided by the other party; equal access to review and comment on information independently developed by the investigator.

During the investigation process, both a complainant and a respondent may ask a support person to accompany her or him to meetings with the investigator. In cases involving multiple complainants or respondents, the support person cannot be another complainant or respondent. The support person does not serve as an advocate on behalf of the complainant or respondent.

During the investigation, the University will make reasonable and appropriate efforts to preserve an individual’s privacy and limit disclosure of information to those whose participation is necessary for a fair and thorough investigation and resolution. The University cannot guarantee the confidentiality of any report of Sex Discrimination unless the report is made to a Confidential Reporter, in which case the report will not be forwarded for investigation without the reporting party’s consent, unless otherwise required by law.

In the event an alleged victim requests confidentiality after making a non-confidential report, or requests that an investigation not proceed, the University will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation. If a complainant insists that his or her name not be disclosed to the alleged perpetrator, the University’s ability to respond may be limited. The University reserves the right to initiate and proceed with an investigation despite a complainant’s request for confidentiality in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University Community.

Investigations of alleged misconduct by a student will be further informed and controlled by procedures specified in the Code of Student Conduct.

Resolution

At the conclusion of the investigation, the investigator will prepare a written report. The written report will explain the scope of the investigation, identify findings of fact, and state whether any allegations were found to be substantiated by a preponderance of the evidence.

If the written report determines that Sex Discrimination occurred, the investigator shall include in the written report those steps necessary to maintain an environment free from Sex Discrimination and to protect the safety and well-being of the complainant and other members of the University Community. Such actions will also include reasonable steps to correct the effects of such conduct on the complainant and others and to prevent the recurrence of Sex Discrimination and retaliation. Examples of such action include: no-contact orders, classroom reassignment, the provision of counseling or other support services, training, and referral of the perpetrator for discipline to be imposed pursuant to applicable procedures depending on the status of the alleged perpetrator.

The complainant and the respondent will receive a copy of the written report within three (3) days of its completion. If necessary, the version of the written report provided to the complainant and/or respondent will be redacted to ensure that information concerning any remedial and/or disciplinary measures is disclosed in a manner consistent with federal law.

Notwithstanding the foregoing, in cases involving alleged misconduct by a student, notice of resolution will be provided as specified in the Code of Student Conduct.
**Interim Measures**

At any time during the investigation, the investigator, in consultation with the Title IX Coordinator/Director of Human Resources and appropriate administrators, may determine that interim remedies or protections for the parties involved or witnesses are appropriate. These interim remedies may include separating the parties, placing limitations on contact between the parties, suspension, or making alternative class-placement or workplace arrangements. Failure to comply with the terms of these interim remedies or protections constitutes a separate violation of this policy.

**Timing**

The University will endeavor to conclude its investigation and resolution of the complaint within sixty (60) calendar days of receiving it. Both the complainant and the respondent will be given periodic updates regarding the status of the investigation.

**Bad Faith Complaints**

While the University encourages all good faith complaints of Sex Discrimination, the University has the responsibility to balance the rights of all parties. Therefore, if the University’s investigation reveals that a complaint was knowingly false, the complaint will be dismissed and the person who filed the knowingly false complaint may be subject to discipline.

**Academic Freedom**

While the University is committed to the principles of free inquiry and free expression, conduct constituting Sex Discrimination is neither legally protected expression nor the proper exercise of academic freedom.

**Sexual Violence/Assault Policy and Other Discipline Policies**

This policy is supplemented by the Sexual Violence/Assault policy and other University policies pertaining to discipline. The provisions of these other policies apply by their terms except to the extent they are inconsistent with this policy.

This publication will be made available in alternative format upon request. Contact Christy Phillips or Maggie Flannigan at 417.625.9392

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