

I. Student Conduct Code

A. Background: UWS Conduct Code

University of Western States (UWS) promotes a professional environment exhibited through responsible and respectful actions and personal accountability. UWS students are expected to conduct themselves in accordance with university policies and procedures, as well as the values upon which these policies and procedures are founded.

The student conduct code is grounded in a commitment to the UWS core values:

- **Best Practices:** We maintain high standards by using and integrating evidence across multiple disciplines.
- **Curiosity:** We are innovative, open-minded, and forward thinking.
- **Inclusiveness:** We are respectful, mindful, and welcoming of different ways of being, thinking, and doing.
- **Professionalism:** We are responsible, respectful, and accountable.
- **Student Focus:** We work for the common good of students' academic and professional success.
- **Whole-Person Health:** We promote physical, mental and emotional wellness in all facets of the UWS experience.

B. Expectations Under the Student Conduct Code

All UWS students are expected to exhibit conduct aligned with the professional conduct expectations of a health care professional. Since professional conduct is foundational to developing as a healthcare professional, students are expected to engage in behavior that promotes:

- Intellectual integrity and honesty,
- Concern for the welfare of others,
- Respect for the rights of others, and
- Professional demeanor in all settings associated with the university.

To support these foundational expectations, each student must attest and adhere to the following behavior standards:

1. I will demonstrate academic honesty and integrity in all educational and/or clinical settings, whether online, off campus, or in-person.
2. I will preserve and promote an uninterrupted, professional, and positive learning environment.
3. I will exhibit behaviors conducive to maintaining an inclusive environment, both online and on-campus, where personal and professional growth are encouraged.
4. I will treat all individuals with dignity and respect.
5. I will practice tolerance and respect for diversity and differences of opinion.
6. I will maintain appropriate privacy and confidentiality of patient and/or client communications and records.
7. I will maintain an appearance and attire that is appropriately professional for the learning activity or the patient and/or client population served.



II. Student Responsibilities Under the Student Conduct Code

Students are responsible for adhering to the UWS student conduct code and related policies. Ignorance of the conduct code regarding expected behavior is not acceptable as a defense or excuse.

III. To Whom this Conduct Code Applies

The student conduct code and related procedures apply to the conduct of individual students, both online and on-campus, and all university-affiliated student organizations. The definition of a student, in section IX, will be used in the interpretation and application of this policy.

A. Conduct Within the University Context

The student conduct code applies to behaviors that take place: (a) within the campus context including remote or online environments, (b) at clinical and/or internship sites approved by the university, (c) at university-sponsored events, (d) through electronic media or other electronic formats, and (e) may also apply off-campus when the associate vice president of student affairs and registration, or designee, determines the off-campus conduct is of university interest. A university interest is a matter of concern that includes:

- Any situation where it appears that the student's conduct may present a danger or threat to the health or safety of self or others;
- Any situation significantly infringing upon the rights, property, or educational pursuits of others or significantly breaching the peace and/or causing social disorder;
- Any situation detrimental to the pursuit of the UWS mission and/or interests of the university; and/or,
- Any situation that is a suspected or actual violation of the laws applicable to the jurisdiction.

The student conduct code may be applied to online behavior via email, text or instant messaging, social media, or other electronic media. This includes online postings such as blogs, web postings, chats, and social media sites.

B. Conduct Outside the University Context

Conduct that occurs off-campus or outside the university context, and is not deemed conduct that is of university interest, is generally subject only to the consequences of the applicable authority and/or public opinion. When conduct constitutes violations of both university policy and public law, a student may be subject to both university sanctions and public sanctions.

IV. Prohibited Conduct Under the UWS Student Code

The following behavior is prohibited for all UWS students and all university-affiliated student organizations, in both physical and online environments:

A. Academic Dishonesty

Engaging in conduct in violation of university [Policy 1230 Academic Integrity](#), which includes procedures for resolving allegations of academic dishonesty. Allegations of academic dishonesty that



may constitute a violation of both the student conduct code and Policy 1230 are resolved according to the latter policy.

B. Plagiarism or Copyright Violations

Engaging in conduct in violation of university [Policy 1024 Copyright Violation](#).

C. Misrepresentation (Online or On-Campus Settings)

1. Making, possessing, or using any falsified university document or record; altering any university document or record, including identification cards.
2. Assuming or facilitating the use of another person's identity, role, or access through deception or without proper authorization. This includes communicating or acting under the guise, name, identification, account access, email address, signature, or distinguishing marks of another.
3. Knowingly providing false information, submitting false or altered documents, or making a false report to the university in bad faith.
4. Using, or facilitating the use of a university identification card, student ID, username, or any other access controls, whether physically, virtually, or electronically, by any person other than the assigned individual. This includes using another individual's access to gain admission to, access, or participate in university systems or services.
5. Misrepresenting oneself as a licensed, registered or certified health care provider.

D. Unacceptable Use of Information Technology

1. Engaging in conduct as prohibited under university [Policy 3601 Acceptable Use of Information](#), and [Policy 3603 Student and Employee Access to Electronic Resources](#).

E. Smoking on University Grounds

Engaging in conduct in violation of university [Policy 1017 Tobacco and Marijuana-Free Campus](#).

F. Drugs, Narcotics, and Alcohol

Engaging in behavior prohibited under university [Policy 1008 Drugs and Alcohol](#).

G. Harassment and Discrimination

Engaging in harassing or discriminatory behavior or actions prohibited under university [Policy 1004 Nondiscrimination and Anti-Harassment](#). Procedures for resolving allegations of harassment or discrimination are defined and guided by Policy 1004. Allegations of conduct that could constitute a violation of both the student conduct code and Policy 1004 are resolved according to the latter policy.

H. Sexual Harassment or Misconduct

Engaging in behavior prohibited under university [Policy 1016 Title IX Sexual Harassment](#), which includes procedures for resolving allegations of sexual harassment and misconduct. Allegations of conduct that could constitute a violation of both the student conduct code and Policy 1016 are resolved according to the latter policy.



I. Bullying, Threatening, and Abusive Behavior

1. Engaging in or threatening to engage in behavior(s) that, by virtue of their intensity, repetitiveness, or otherwise, endanger or compromise the health, safety or well-being of oneself, another person, or the general university community, or that disrupt the effective continuation of the educational process for individual students or for the general university community. This behavior includes, but is not limited to, threatening, tormenting, mocking, intimidating, maliciously or inappropriately ridiculing another's work or comments beyond the scope of scholarly inquiry, and exploiting known psychological or physical vulnerabilities or impairments. Such behavior may occur physically, virtually, or electronically.
2. Engaging in abusive behavior, whether physically, virtually, or electronically, toward a university employee or university contractor acting in performance of their duties.
3. Engaging in physical violence, actual or threatened, against any individual or group of persons.

J. Hazing

Any action taken or situation created, intentionally or unintentionally, whether on or off university premises including actions conducted by virtual or electronic means, and whether presented as optional or required, to produce: (a) mental, physical, or emotional discomfort; (b) servitude; (c) degradation; (d) embarrassment; (e) harassment; (f) ridicule; or (g) to cause or encourage violation of law or UWS policy, for the purpose of initiation into, affiliation with, or admission to, or as a condition for continued membership in, a group or organization, regardless of an individual's willingness to participate.

K. Destruction of Property

Vandalizing, damaging, destroying, defacing, or tampering with university property or the property of other members of the UWS community.

L. Theft and Unauthorized Taking

1. Taking (e.g., stealing, theft) of property or services without permission from the owner, regardless of intent to return the item.
2. Knowingly possessing, selling, or distributing stolen property or materials.

M. Disorderly Conduct

1. Disorderly, disruptive, or antagonizing behavior that interferes with the safety, security, health or welfare of the community, and/or the regular operation of the university.
2. Behaviors that, by virtue of their intensity and/or repetitiveness, interfere with an educational activity (e.g., classroom, remote or online learning environments, lecture, workshop). This includes but is not limited to:
 - Persistently talking and/or creating noise in a manner that obstructs the learning process;
 - Repeatedly interrupting others in a manner that obstructs the learning process; or
 - Deliberately engaging in behaviors that unreasonably and illegitimately distract from or interfere with the educational experience.



N. Failure to Comply

1. Failure to comply with reasonable directions of university officials acting in the scope of their duties. In some cases, “officials” may be students employed to act on behalf of the university.
2. Failure to comply with any disciplinary sanctions imposed in accordance with university policies.
3. Failure to comply with university COVID-19 pandemic related requirements and procedures, or any related government orders issued concerning public health.

O. Misuse of University Properties

1. Entering or remaining on or in any part of any university premises or spaces including online or virtual classrooms, without proper authorization.
2. Use of university property or space, including virtual spaces and platforms, without proper authorization.
3. Solicitation, use of university facilities, resources or services, or misappropriation of the university name, for the purpose of conducting business or non-profit endeavors not otherwise authorized or sponsored by the university.

P. Weapons and Related Items

Engaging in conduct as prohibited under university [Policy 1018 Weapons on Campus](#).

Q. Retaliation

Participating in any adverse action against an individual for making a good faith report of prohibited conduct or participating in any proceeding under this policy. Retaliation includes threatening, intimidating, harassing or any other conduct that would discourage a reasonable person from engaging in activity protected under this policy or other university policies.

R. Violations of the Expectations Under the Student Conduct Code

Violating expectations under the student conduct code or professional conduct expectations of a health care professional. Refer to section I, B “Expectations Under the Student Conduct Code” for more information.

S. Violations of Other UWS Policies

Engaging in behavior as prohibited under other established UWS policies not otherwise cited above.

V. Reporting a Violation of Student Conduct

Any UWS student, faculty, or staff member who believe that one or more student(s) or a university-affiliated student organization has violated the student conduct code may file a report via one of the designated reporting options listed below.

- Electronic report using the UWS Safe App.
- Written or verbal report to student conduct code administrator:

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Policy 9001 Student Conduct

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VI. Complainant and Respondent Designations

Under this policy, the “complainant” is the individual who brings forward a report about an alleged violation of the student conduct code. The “respondent” is the individual who is the alleged perpetrator as identified by the complainant.

VII. Review of Alleged Violation and Initiation of an Investigation and/or Incident Report

Upon receipt of a report of an alleged violation of the student conduct code, the associate vice president (AVP) of student affairs and registration, or designee, reviews the report to determine if (a)

additional information is needed, and (b) the complaint or allegation is a violation of the student conduct code or needs to be referred to another university policy or procedure. In cases in which the conduct is or may be a safety or security threat, the university may take interim actions to mitigate risk to the student and/or the university community.

VIII. Forums for Resolution of a Violation of Student Conduct

Once determined that the complaint or allegation is a violation of the student conduct code, the AVP of student affairs and registration (or designee) determines if a formal investigation is warranted to collect additional information or facts, or if there is sufficient and clear evidence of a student conduct violation to proceed. In cases in which there is sufficient and clear evidence of a violation, a written incident report outlining the incident, evidence, and other information will be created and provided to appropriate parties.

Following the conclusion of a formal investigation or incident report, the AVP of student affairs and registration (or designee) determines, in consultation with the dean of the student’s college, an appropriate forum for resolution (as outlined in sections A-D below). The appropriate forum will be initiated and applied in accordance with the student conduct incident response, investigation, and adjudication procedures document.

The determination of an appropriate forum for resolution is based on an assessment of the:

- Nature of the violation,
- Context in which it occurred,
- Potential sanctions for the violation in question,
- Frequency of the behavior or violation in question,
- Severity and pervasiveness of the behavior per violation in question,
- Desired forum for resolution by the complainant (if applicable) and the respondent, and
- Most appropriate forum to redress behavior and/or violation.

A. Informal Resolution

The AVP of student affairs and registration, or a designated university administrator (such as a dean of a college), reviews the report and works with the student toward a resolution. Outcomes in this forum may include, but are not limited to, informal discussion, mentoring and coaching, conflict mediation, restorative justice, non-disciplinary intervention, and no-contact directives. Informal resolution meetings may include other university personnel such as faculty, staff, or administrators.

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B. Conduct Conference

The conduct conference is a meeting between the respondent and a university designated administrator (e.g., dean of a college, vice president of academic affairs, etc.). The conduct conference will also include a second university representative who will be selected by the designated administrator.

C. Resolution by Agreement

UWS may, in its discretion, seek a resolution by agreement at any stage in the disciplinary process. Under a resolution by agreement, a respondent may agree to accept specific terms for disciplinary action presented by the AVP of student affairs and registration, or designated university administrator, in lieu of participating in an administrative hearing.

D. Administrative Hearing

Administrative hearings may be held where there is substantial dispute as to the facts regarding the incident(s) in question, and/or where the allegations are sufficiently serious and therefore may result in dismissal or expulsion from the university. The use and format of a panel hearing is at the discretion of the provost or designee.

IX. Sanctions

As outlined below, sanctions may be issued by AVP for student affairs and registration, a designated university administrator, or an administrative hearing panel upon the finding of a violation of university policy, or where the respondent has accepted a resolution by agreement.

Sanctions are not intended to be solely punitive and should be issued with a thoughtfulness toward educational outcomes. Sanctions are crafted in consideration of the:

- Seriousness of the conduct,
- Corrective and learning opportunities for the respondent,
- Prior conduct record of the respondent (if applicable),
- Safety and well-being of harmed individuals and the community, and
- Behavioral expectations and standards of UWS.

Sanctions that may be imposed include, but are not limited to:

A. Written Warning

A written notice to the student(s) that their behaviors or actions are a potential or actual violation of the student conduct policy or other university policies. Such notice indicates that future violations will be a cause for further university action including the imposition of more serious sanctions.

B. No-Contact Directive

A written directive ordering a student to refrain from any effort to contact, communicate or interact with another individual or group. This includes, but is not limited to: in person, in writing, by phone, by email,



by texts or other electronic messaging, through social media, or through a third-party acting on the student's behalf.

C. Mandatory Health Evaluation

The university reserves the right to require a student to undergo a health assessment with a qualified health professional selected by the institution to evaluate the student's physical and/or mental health status including their capacity to engage in responsible decision making.

D. Restriction or Loss of Privileges

A written notice to a student that they are temporarily or indefinitely denied specific privileges normally associated with student status, such as participation in recognized university activities or use of university facilities or services.

E. Disciplinary Probation

Probation is a notice to a student that their behaviors or actions are of such a serious nature that continuation of such behaviors or action will jeopardize their status as a UWS student. Terms of the probation, including the duration and scope of the probation, are determined at the time the probation is imposed and may include loss of privileges and/or required educational activities. A student on probation is found to be "out of compliance" with university policy and therefore must demonstrate efforts to remediate their behaviors or actions to come into compliance with university policies. To that end, the university may impose probation with or without conditions to assist a student with their remediation, as follows:

1. **Probation without Conditions:** Probation without conditions stipulates the period of probation, after which the student is found to be "in-compliance" with university policy.
2. **Probation with Conditions:** Probation with conditions stipulates the period of probation and includes specific restrictions or requirements to be met during the probationary period. The probationary period continues until the AVP for student affairs and registration, or designated university administrator, determines that the conditions have been satisfied. When the term is complete and all conditions have been met, the student is found to be "in-compliance" with university policy.

The sanction of disciplinary probation is not permanently noted on a student's official university transcript.

F. Disciplinary Suspension

Disciplinary suspension is the temporary loss of student status. While on suspension, a student may not take classes, participate in university-sponsored activities, or be present on the university premises. There are two types of suspension; students may be subject to one or both.

1. **Suspension without Conditions:** A term suspension stipulates the period of suspension, after which the student may return to the university as a student (if the student meets the academic requirements of the program of study).



- 2. Suspension with Conditions:** A conditional suspension requires that the student meet certain requirements before they can return to the university and resume their program of study. The conditional suspension will continue until the AVP for student affairs and registration, or designated university administrator, determines that the conditions have been satisfied. When the term is complete and all conditions have been met, the student may return to the university as a student (if the student meets the academic requirements of the program of study).

The sanction of disciplinary suspension is not permanently noted on a student's official university transcript.

G. Disciplinary Dismissal

Disciplinary dismissal terminates a student's enrollment based on violation of university conduct standards. A student who has been dismissed for disciplinary reasons does not retain access to university facilities and services. Return to enrolled status requires reapplication and readmission. Disciplinary dismissal is permanently noted on the official transcript.

H. Expulsion

Expulsion terminates a student's enrollment and precludes future enrollment in any university program. A student expelled from enrollment does not retain access to university facilities and services. Expulsion is permanently noted on the official transcript.

I. Other Sanctions

Other sanctions may be imposed instead of, or in addition to, those specified above.

X. Policy Definitions

A. Student: A student is defined as an individual who is accepted to the institution and has satisfied the deposit requirement prior to starting their academic program, or is an individual who is enrolled and matriculated into an academic program or course.

B. Student Organization: A student organization is defined as an organization, group, or club that has been formally approved and recognized by university in accordance with [Policy 9012 Recognition of Student Groups](#).

Related Policies: [Policy 1004 Nondiscrimination and Anti-Harassment](#)
[Policy 1008 Drugs and Alcohol](#)
[Policy 1016 Title IX Sexual Harassment](#)
[Policy 1017 Tobacco and Marijuana-Free Campus](#)
[Policy 1018 Weapons on Campus](#)
[Policy 1024 Copyright Violation](#)
[Policy 1230 Academic Integrity](#)
[Policy 3601 Acceptable Use of Information](#)
[Policy 3603 Student and Employee Access to Electronic Resources](#)

Policy 9001 Student Conduct

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**Page 10 of
10**

Student Conduct

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[Policy 9009 Student Appeal](#)

[Policy 9012 Recognition of Student Groups](#)

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