



Student Conduct Code

This policy applies to all students and student groups at the University of Minnesota (University), whether or not the University is in session. The purpose of the *Student Conduct Code* is to convey behavioral expectations and life goals. The student conduct process is primarily educational, while also serving to protect the learning environment and the safety and success of the larger campus communities.

- (a) The University seeks an environment that promotes academic achievement and integrity, that is protective of free inquiry, and that serves the educational mission of the University.
- (b) As stated in Board of Regents Policy: *Diversity, Equity, Inclusion, and Equal Opportunity*, the University shall establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values equity and diversity and is free from racism, sexism, ageism, homophobia, and other forms of prejudice, intolerance, or harassment.
- (c) The University seeks a community that is free from violence, threats, and intimidation; that is respectful of the rights, opportunities, and welfare of students, faculty, staff, and guests of the University; and that does not threaten the health or safety of members of the University community.
- (d) The University is dedicated to responsible stewardship of its resources and to protecting its property and resources from theft, damage, destruction, or misuse.
- (e) The University supports and is guided by state and federal law while also setting its own standards of conduct for its academic community.
- (f) The University is dedicated to the fair and equitable resolution of conflict at the lowest level possible.
- (g) The University is committed to safeguarding the free expression rights of all University community members and will strive to engage in student development conversations when messages are contrary to the University values of equity, diversity, and inclusion. Students are entitled to the rights and responsibilities of other citizens with regard to freedom of speech, peaceable assembly, and the right to petition. Students are entitled to exercise their rights to inquire and dissent, speak freely, and peaceably assemble and protest to the extent permissible under both the First Amendment of the United States Constitution and the *Student Conduct Code*.

- (h) Students are entitled to due process and procedural fairness protections, including the prompt notification of charges, the opportunity to respond, the right to an advocate of choice, and the right to the resolution of a case within a reasonable period of time.

Academic environment shall mean any setting where a student is engaged in work toward academic credit, satisfaction of program-based requirements, or related activities, including but not limited to classrooms, laboratories, online courses, learning support and testing platforms, learning abroad, and field work.

A student or student group *assists or abets* prohibited conduct when the student or student group: (a) helps any other person engage in prohibited behaviors as defined by the *Student Conduct Code*; and (b) intends the prohibited behavior

are encouraged to seek out information about these methods from instructors and other resources and to apply this information in all submissions of academic work.¹

As defined by Board of Regents Policy: *Diversity, Equity, Inclusion, and Equal Opportunity*, *protected characteristics* shall mean race, color, creed, religion, national origin, gender, age, marital status, familial status, disability, public assistance status, membership or activity in a local commission created for the purpose of dealing with discrimination, veteran status, sexual orientation, gender identity, or gender expression.

Student shall mean any person taking courses at the University or enrolled in a University academic program; any person who has taken courses or enrolled in a University academic program within the past three terms (including summer) and who has not withdrawn, transferred, or graduated; any individual who has registered for classes or has been approved for readmission to the University; any person participating as a student in University activities, even if prior to the start of classes; any person previously enrolled within the last three terms (including summer) and who has a continuing relationship with the University through active participation in student groups or University-sponsored activities; any person on an official leave of absence with an intent to return; any person who withdraws, transfers, or graduates after an alleged violation of the *Student Conduct Code* and before the allegation is resolved; and any already graduated person when the conduct at issue implicates the *Student Conduct Code* and the person has earned University degree.

Student group shall mean any group of students that is or has been registered as a University student group under applicable University policies or procedures.

Unauthorized collaboration shall mean working with others, either in person or via electronic means, when the student is not given express permission by an instructor to do so.

University-sponsored activities shall mean any program or event sponsored by the University, including but not limited to academic, athletic, extracurricular, study abroad, research, online, or internship programs or activities. Activities hosted by student groups that are not sponsored by a University department, unit, or program shall not be considered University-sponsored activities.

Any student or student group who accepts an informal resolution or is found to have committed, attempted to commit, or assisted or abetted another person or group in committing the following misconduct is subject to appropriate student conduct action under this policy.

¹ Portions used with permission from New York Institute of Technology and University of Texas, San Antonio.

General Behavior Prohibitions:

Scholastic dishonesty means plagiarism; cheating on assignments or examinations, including the unauthorized use of online learning support and testing platforms; engaging in unauthorized collaboration on academic work, including the posting of student-generated coursework on online learning support and testing platforms not approved for the specific course in question

that a reasonable person would find to be intimidating, hostile, or offensive; or (3) effectively denies an individual equal access to a University program or activity.

Bullying means aggressive behavior directed at another person that causes stress or harm and that is repeated over time, including but not limited to assaulting, defaming, terrorizing, making obscene gestures, or invading privacy.

These prohibited behaviors are defined in Board of Regents Policy: *Sexual Harassment, Sexual Assault, Stalking and Relationship Violence* and the related administrative policy.

Illegal or unauthorized possession or use of weapons means possessing or using weapons or articles or substances usable as weapons, including, but not limited to, firearms, incendiary devices, explosives, and dangerous biological or chemical agents, except in those instances when authorized by law and, where applicable, by University policy.

Illegal or unauthorized possession or use of drugs or alcohol means possessing or using drugs or alcohol illegally or, where applicable, without proper University authorization.

Providing alcohol to minors means directly or indirectly providing alcohol to anyone under the legal drinking age.

Theft, property damage, or vandalism means theft or embezzlement of, damage to, destruction of, unauthorized possession of, or wrongful sale or gift of property.

Hazing means any behavior or activity that endangers the health or safety of an individual (including, without limitation, an act intended to cause personal degradation or humiliation), for the purpose of initiation in, admission to, affiliation with, or as a condition for continued membership in a student group or University athletic team.

Prohibited Behaviors Interfering with University and Community Operations:

Disruption of the academic environment means engaging in behavior that substantially or repeatedly interrupts either the

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relationship violence violation and was discovered as a result of a sexual harassment, sexual assault, stalking, or relationship violence report.

Moreover, the University may offer leniency with respect to other violations by informal problem-solving or grievance process participants that emerge as a result of a sexual harassment, sexual assault, stalking, or relationship violence report, depending on the circumstances involved.

Students and student groups found responsible for prohibited behaviors under the *Student Conduct Code* are subject to appropriate outcomes. Factors to consider in determining appropriate outcomes include: the nature of the offense, the severity of the offense, the culpability of the student or student group, the impact on other students or members of the University community, and the opportunity for student development. Separation from the University through suspension or expulsion is a serious outcome that may be appropriate for: repeated violations of the *Student Conduct Code*, for serious scholastic dishonesty, and for misconduct that constitutes a threat to community safety or well-being (including, but not limited to harm to others and sexual harassment, sexual assault, stalking, or relationship violence), or significantly disrupts the rights of others or the operations of the University.

In certain cases, students can agree to accept outcomes informally, as well as propose alternative resolution options outside of the conduct process. It may also be appropriate for restorative justice and/or alternative resolutions to be utilized. Restorative actions may include, but are not limited to, educational interventions/experiences, academic/co-curricular success plans, etc. In cases involving medical amnesty, a student requiring emergency evaluation or treatment at a medical facility may be required to complete an alcohol assessment or education program, which is not considered a student conduct response.

The following outcomes may be imposed upon students or student groups found to have violated the *Student Conduct Code*:

An academic outcome means an outcome affecting the course or academic work of the student for violation of Section IV, Subd. 1.

A warning means the issuance of an oral or written warning or reprimand.

Probation means special status with conditions imposed for a defined period of time and includes the probability of more serious outcomes if the student or student group is found to violate any institutional regulation during the probationary period.

Required compliance means satisfying University requirements, work assignments, community service, participating in a restorative justice process, or other discretionary assignments.

Confiscation means confiscation of goods used or possessed in violation of University regulations or confiscation of falsified identification or identification wrongly used.

