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## **Student Code of Conduct**

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### **PREAMBLE**

Admission to LIM College carries with it the expectation that students will conduct themselves as responsible members of the LIM College community and in a professional manner while representing LIM College. This includes an expectation that students will obey all applicable laws; comply with the rules and regulations of LIM College; maintain a high standard of integrity and honesty; will respect the rights, privileges and property of LIM College and members of the LIM College community; not interfere with legitimate LIM College affairs; and be respectful at all times to members of the LIM College community, which includes but is not necessarily limited to students, faculty, staff, guests, and vendors of LIM College.

LIM College may take appropriate disciplinary action as outlined in this policy when a student's conduct violates any section of the Student Code of Conduct or other LIM College policies. The Student Code of Conduct covers inappropriate or unprofessional behavior at LIM College sponsored events and programs, in the classroom, on the Internet, in LIM College facilities, in LIM College student housing, or while participating in internships, study abroad, or exchange programs. Further, the Student Code of Conduct covers student behavior that is determined to interfere with LIM College's educational responsibilities, its subsidiary responsibilities, or with the health and/or the safety of members of the LIM College community. Violation of other LIM College policies and procedures are incorporated within the Student Code of Conduct, even if not specifically mentioned. For policies and procedures that have their own disciplinary procedures, LIM College, at its sole discretion, may choose to take action under either the Student Code of Conduct, the individual policy, or both.

LIM College believes in the open exchange of ideas through the appropriate use of speech. LIM College strongly discourages the quashing of student speech both in and out of the classroom, when that speech furthers the educational purpose and mission of the institution and is presented in an appropriate and respectful manner.

### **PURPOSE**

The Student Code of Conduct provides a framework of standard acceptable behavior for students at LIM College. The Student Code of Conduct is set forth to give students general notice of prohibited conduct and their rights and responsibilities. The Student Code of Conduct should not be regarded as an exhaustive list of prohibited conduct. Students are responsible for understanding and complying with both the letter and spirit of the Student Code of Conduct. The Student Code of Conduct applies to any student registered for classes at LIM College, whether physically attending or taking online classes.

The College reserves the right to make changes to this code, as necessary. Once changes are posted online, they are immediately in effect.

## SECTION I. PROCEDURAL STANDARDS AND VIOLATIONS OF LAW

1. ***Preponderance of the Evidence:*** Burden of proof will be established by a preponderance of the evidence in all formal proceedings under the Student Code of Conduct. Preponderance of the evidence is the standard of proof that the evidence is more credible and convincing than that presented by the other party or which shows that the fact to be proven is more probable than not.
2. ***Disciplinary Procedures:*** The disciplinary procedures for infractions of the Student Code of Conduct are intended to ensure fairness and consistency. Any student who is the subject of a complaint will be notified by LIM College as to the nature of the complaint and allowed a fair opportunity to respond to the complaint.
3. ***Violations of Law:*** A student may be held accountable for violations of law under LIM College's disciplinary proceedings outlined in the Student Code of Conduct and also by law enforcement officials. If the violation of law occurs on LIM College property or at an LIM College sponsored program or event, LIM College may institute its own proceedings against the offender and, in addition, may refer the violation to the appropriate law enforcement authorities. If a student is the subject of a drug related arrest, regardless if the student's arrest was associated with the student's LIM College attendance, the student must notify the College, in writing, within 48 hours.

## SECTION II. JURISDICTION

Students and student organizations will be considered for disciplinary action under the Student Code of Conduct whenever it is alleged that their conduct may be in violation of the Student Code of Conduct. The Student Code of Conduct covers violations that occur on the LIM College campus and violations that occur off-campus when LIM College reasonably decides that the off-campus conduct has an impact on LIM College. Disciplinary action may be taken by LIM College for any act constituting a violation of the federal, state or city law or other government regulations when the act is believed to be contrary to LIM College's interests, including acts that threaten the lives, health, safety, property, reputation, or academic success of the LIM College community. LIM College students and student organizations will be held responsible for the actions of their guests under the Student Code of Conduct. Approved constitutions or charters governing organizational behavior may be subject to dual action under the Student Code of Conduct and the constitution or charter of the organization, depending on the alleged violation. The Dean of Student Affairs or a designee will make a determination as to which document to use, or both.

The College 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 account which will affect the individual's ability to re-enroll and/or obtain official transcripts. All sanctions must be satisfied prior to re-enrollment eligibility. In the event of serious misconduct committed by a graduate, while still enrolled but reported after graduation, the College may invoke procedures and should the former student/graduate be found responsible, the College may revoke the student's degree.

### SECTION III. STANDARDS & OFFENSES

All LIM College students are required to familiarize themselves with and conform to all LIM College rules and regulations governing personal conduct on and off campus. The following represents conduct that may lead to disciplinary action. This list is not exclusive.

1. **Professionalism and Respect Towards Others:** Students are in violation of this standard when they fail to act in a professional and respectful manner towards a member of the LIM College community.
2. **Alcohol:** Students are prohibited from using, selling, sharing, or possessing alcohol on LIM College property or at LIM College events and activities. The only exception to this rule is for students of legal drinking age in New York State at LIM College events where pre-approval for alcohol use has been granted. (*See section at end of document on the Amnesty Policy.*)
3. **Illegal and Controlled Substances and Drug Paraphernalia:** Students are prohibited from using, selling, sharing, or possessing illegal and controlled substances on LIM College property or at LIM College events and activities. Students are prohibited from abusing prescription medications and from giving those medications to others. Drug paraphernalia includes hookahs, bong, needles, or any device used to introduce a substance into the human body.
4. **Breach of Campus Safety:** Students are in violation of this offense when LIM College reasonably determines there is a breach of campus safety and security; inappropriate and unauthorized use of equipment or services; unauthorized entry or use of college property; and/or obstruction of LIM College operations. Additionally, all students are required to carry their LIM College identification at all times to prove identity and access campus buildings.
5. **Theft:** Theft includes unauthorized use or possession of LIM College property or services, or the property or services of members of the LIM College community.
6. **LIM College Name:** Students are prohibited from the unauthorized or inappropriate use of the LIM College name, logo, and related LIM College property.
7. **College Clubs and Organizations:** LIM College approved clubs and organizations are fully expected to abide by the Student Code of Conduct. A failure to do so can result in disciplinary action against the club or organization as well as individual members. LIM College reserves the right to sanction clubs and organizations that are not officially recognized by the College.
8. **Complicity:** Complicity is defined as aiding, abetting, attempting, conspiring, hiring, willfully encouraging or being an accessory to any violation of the LIM College Student Code of Conduct, or any federal, state or local law.
9. **Improper Computer Use:** Improper computer use is any act involving LIM College computers and related systems that violates the LIM College Computer Use Policy and/or is otherwise deemed improper by LIM College.
10. **Disorderly Conduct and/or Disruptive Behavior:** Disorderly conduct or disruptive behavior is any activity that interferes with or obstructs LIM College activities, systems, or services, as well as activity that interferes with the rights of other members of the LIM College community.
11. **Dress and Appearance:** Students are expected to exercise good judgment in their dress and appearance in keeping with LIM College's professional standards. Students are expected to

abide by any specific dress codes set for classes, internships, events, and trips associated with LIM College.

- 12. *Non-Compliance:*** A student is found to be in violation of this offense when the student fails to comply with the directives of an LIM College official or those of federal, state, or local officials in the performance of their duties, or when a student ignores established health and safety procedures. This includes a failure to identify oneself and show proper identification upon request by an LIM College or government official.
- 13. *False Information:*** Students are prohibited from providing false information to any member of the LIM College community or in relation to their studies at LIM College, as well as from forging or altering school related documents.
- 14. *Gambling:*** Gambling, the wagering of money or items of value, is not permitted on LIM College property.
- 15. *Bullying and Cyberbullying:*** Bullying and cyberbullying are repeated and/or aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally, and are not protected by freedom of expression. Cyberbullying, specifically, is harassing behavior where communication is not carried out face-to-face, but takes place via any electronic or cyber technology. This includes, but is not limited to, internet or cell phone emails, instant messaging, social networking websites, and/or video.
- 16. *Discrimination:*** Any act or failure to act that is based upon an individual or group's actual or perceived status, which includes, but is not limited to sex, gender, age, race, color, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, sexual orientation, religion, or other protected status, that is sufficiently severe that it limits or denies the ability to participate in or benefit from LIM's educational program or activities.
- 17. *Harassment:*** Harassment is any verbal, physical, violent, unwanted, and/or threatening behavior, either a single incident or a series of incidents, including hazing.
- 18. *Physical Misconduct:*** Physical misconduct includes threats and acts of physical violence, including but not limited to acts of domestic and dating violence.
- 19. *Sexual Harassment:*** Sexual Harassment includes any unwelcome sexual threat, demand, advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature regardless of the sex of the person or who it originates from.
- 20. *Sexual Assault:*** Sexual assault is any non-consensual sexual act. LIM College follows New York Education Law Article 129-B's definition of affirmative consent which is a knowing, voluntary and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions, create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression. A detailed definition of consent, as well as additional information and resources related to sexual assault, are available in the LIM College Annual Security and Fire Safety Report located at: <http://www.limcollege.edu/safety>.

- 21. *Sexual Exploitation:*** Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for personal gain. Sexual exploitation includes but is not limited to the non-consensual taking and/or sharing of sexual images or activity.
- 22. *Stalking:*** Stalking is a course of persistent, unwanted conduct towards another. Stalking behavior includes but is not limited to unwanted phone calls, e-mails, and texts; showing up unwanted at someone's home, school, or place of employment; and sending unwanted gifts, cards, or letters. See the LIM College Annual Security and Fire Safety Report, located at <http://www.limcollege.edu/safety>, for more detailed definitions and additional information.
- 23. *Infringement of Copyright or Trademark Laws:*** The unauthorized reproduction and distribution of copyrighted material and trademarks is a violation of LIM College policy and puts the student at risk for violating the law. See LIM College's Peer-to-Peer File Sharing Policy in the Information Technology Department section for more detailed information and restrictions.
- 24. *Misuse of Housing Services:*** Students living in or visiting LIM College housing facilities are bound by the rules and regulations outlined in the annual housing agreement; 1760 Realty and Educational Housing Services (EHS) housing policies and procedures; and the Housing and Residence Life Handbook. These various policies and procedures, as well as the Student Code of Conduct, will be used in investigating and adjudicating alleged violations.
- 25. *Possession of Weapons:*** The possession or use of unauthorized firearms or other weapons at LIM College is prohibited. A weapon is broadly defined to include items such as, but not limited to, firearms, BB guns, knives, explosives, toys that resemble weapons, explosive fuels, dangerous chemicals, clubs, and fireworks. Any object that is intended to, or is used in such a manner that it could, hurt or harm a person or destroy property is considered a weapon.
- 26. *Solicitation:*** LIM College prohibits the distribution or posting of advertisements, samples, and products, as well as any form of sales of goods or services, on LIM College property or at LIM College sponsored events or activities. Students and student organizations must obtain prior written authorization by the Dean of Student Affairs or a designee to post or otherwise distribute posters, flyers, brochures, or related materials on the LIM College campus.
- 27. *Business and Services:*** LIM College prohibits students from operating businesses and/or services with or without a professional services license.
- 28. *Social Media and Other Internet Based Communications:*** The inappropriate, defamatory, or disruptive use of social media or internet based communications, including but not limited to email, is a violation of the Student Code of Conduct.
- 29. *Terms of Sanctions:*** A student found in violation of the Student Code of Conduct, who is sanctioned and then violates the terms of the sanctions, is in further violation of the Student Code of Conduct and faces additional disciplinary action.
- 30. *Smoking and Tobacco Use:*** The smoking of tobacco or related products is prohibited on LIM College property, including the front entrances to College buildings, the 1760 Residence Hall, and at LIM College sponsored activities and events. This ban also includes the use of tobacco and related products through means other than smoking, such as, but not limited to, the use of vaporizers, e-cigarettes, and chewing tobacco.

- 31. Terms of Mediation:** Students who agree to the terms of a mediation and then violate those terms, will be in violation of the Student Code of Conduct.
- 32. Animals:** Animals, with the exception of animals approved by the Office of Counseling & Accessibility Services are prohibited. Therapy animals, if approved, are only permitted in the residential community; not in any other campus building.
- 33. Wheeled Devices:** Skateboards, rollerblades, roller-skates, bicycles, scooters and similar wheeled devices are not permitted inside buildings, with the exception of those approved by the Office of Counseling & Accessibility Services.
- 34. Vandalism:** Vandalism occurs when a student causes damage or destruction to College property.

#### **SECTION IV. MEDIATION**

Mediation is a confidential process for resolving disputes. The Dean of Student Affairs, the Vice President for Student Development, or their designee will appoint a mediator to assist students in finding a mutually acceptable solution to their dispute. Mediation can be required by the Dean of Student Affairs, Vice President for Student Development, or a designee when an incident report is generated. Any outcomes and agreements are binding for all parties involved. Mediation will not be used to adjudicate or otherwise resolve complaints of sexual harassment, sexual assault, sexual exploitation, stalking, bullying, harassment, and acts of physical violence. LIM College reserves the right not to use mediation for resolving disputes when it is determined mediation is not in the best interest of either party or the LIM College community.

#### **SECTION V. INTERIM SUSPENSION**

LIM College reserves the right to suspend students on an interim basis from LIM College property, programs, and functions pending the outcome of a disciplinary review, where there is reasonable cause to believe the student's alleged behavior or continued presence at the institution poses a danger to the health, safety, or general welfare of the LIM College community. Further restrictions, including but not limited to not contacting other members of the LIM College community, can be added as part of the interim suspension. The student will be notified of the interim suspension and related terms in writing by the Dean of Student Affairs or a designee. Recognizing the impact an interim suspension has on a student, LIM College will make a reasonable effort to expedite the disciplinary review process. LIM College also reserves the right to suspend students on an interim basis from the 1760 Residence Hall as well as specific classes. Any student who poses a disruption to a class or program may be asked to leave that class or program immediately, pending further review by the Dean of Student Affairs in consultation with the Dean of Academic Affairs or a designee.

#### **SECTION VI. DISCIPLINARY REVIEW PROCEDURES**

- 1. Reporting an Incident:** Any member of the LIM College community may report an alleged violation of the Student Code of Conduct, other college policy, or law with the Dean of Student Affairs. The Dean of Student Affairs or a designee may meet with the reporting

party and may request the report be made in writing. The intentional filing of a false report will subject the person filing the report to disciplinary action.

2. **Definitions:** The person filing the report is referred to as the reporting party. The person alleged to have violated the Student Code of Conduct, other college policy, or law is referred to as the responding party.
3. **Preliminary Review:** Upon receiving a report or otherwise learning of an alleged violation of the Student Code of Conduct or other college policy, the Dean of Student Affairs or a designee will conduct a preliminary review of the complaint to determine if there is sufficient information or basis to conduct a disciplinary review.
4. **Meeting with Reporting Party:** The Dean of Student Affairs or a designee may meet with the reporting party to review the complaint and request additional information. The Dean of Student Affairs or a designee may also meet with other members of the LIM College community who may have information to share in relation to the complaint. The reporting party will be given a copy of LIM College's Student Code of Conduct and and/or any other relevant policies and procedures.
5. **Dismissal of Complaint:** If the Dean of Student Affairs or a designee finds insufficient information or basis to support the complaint, they are authorized to dismiss the complaint.
6. **Notification to Responding Party:** If the Dean of Student Affairs or a designee determines there is sufficient information or basis to support the complaint, the responding party will be notified in writing as to the receipt of the complaint, the opportunity to respond to the complaint, and the need to meet with the Dean of Student Affairs or a designee. Upon meeting with the Dean of Student Affairs or a designee, the reporting party will be given access to LIM College's Student Code of Conduct and/or any other relevant policies and procedures.
7. **Disciplinary Review by Dean of Student Affairs or Designee:** The Dean of Student Affairs or a designee will meet with the responding party to review the allegations. The responding party will be given the opportunity at this meeting to respond to the allegations. The Dean of Student Affairs or a designee may also meet with other members of the LIM College community who may have information to share in relation to the complaint. The Dean of Student Affairs or designee will determine at this meeting if the matter is to be referred to a Disciplinary Hearing Board (DHB). If the matter is not to be referred to the DHB, the Dean of Student Affairs or designee will make a determination after the disciplinary review meeting as to whether the student violated the Student Code of Conduct or other college policy, and if so, determine appropriate sanctions. The responding party will be notified as to this decision and related sanctions in writing. The responding party will have the right to appeal the decision and related sanctions under the appeal procedures listed in the Student Code of Conduct.
8. **Disciplinary Review by Disciplinary Hearing Board:** The Dean of Student Affairs or designee will determine what incidents are to be referred to the disciplinary hearing board (DHB) for review. Complaints of sexual harassment, sexual assault, sexual exploitation, stalking, bullying, harassment, and acts of physical violence will always be referred to the DHB. Both the reporting party and the responding party will be notified in writing as to the date, time, and location of the DHB review. The reporting and responding parties will

not meet with the DHB at the same time. Both parties may bring an advisor of her/his choice to the review, although this advisor may not actively participate in the in the process. The advisor can be present to serve as support for the party, however, will not be permitted to ask or answer questions on the student's behalf. Both parties may present testimony and evidence to the DHB for review. Both parties may review available evidence prior to the hearing, should the DHB feel that this is appropriate. Parties will be required to submit a written request in order to review available evidence. The DHB will be comprised of, at least, three members. A chair will be chosen at the time the board is convened. Hearings are closed to the public and all deliberations of the DHB are confidential. Character witnesses are not allowed; only witnesses with direct knowledge of the incident in question may be called. The DHB may call its own witnesses, request additional information from any source, or postpone the hearing at any time prior to their official written decision being rendered. If the reporting party or the responding party fails to attend the disciplinary hearing, the DHB may choose to conduct the hearing or postpone the hearing at their sole discretion.

**9. *Notification of Outcome:***

- A. For violations concerning alleged sexual offenses, stalking, domestic violence, and dating violence, both the reporting party and the responding party will be notified in writing of the final outcome of the disciplinary hearing process as well as any sanctions and a rationale for the DHB's decision. These notifications will occur at the same approximate time. Both the reporting party and the responding party have the right to appeal the decision and sanctions.
- B. For all other violations, the responding party will be notified in writing of the final outcome of the disciplinary hearing process as well as any sanctions.

**10. *Appeals:*** For violations concerning alleged sexual offenses, stalking, domestic violence, and dating violence, both the reporting party and the responding party have the right to appeal. For all other violations, only the responding party has the right to appeal. Appeals may only be made on one or more of the following grounds:

- A. It can be clearly and specifically demonstrated that the student was denied a fair review;
- B. The sanctions imposed were disproportionate to the offense for which the student was found responsible; and/or
- C. New information that was not available and could not have been available at the time of the hearing has surfaced, the consideration of which would likely have resulted in a different conclusion or sanction.

Appeals must be in writing and include the grounds for the appeal. Appeals must be made within 10 (ten) calendar days, not to include days LIM College is closed, of the date of the outcome letter. The appeal must be addressed to the college official indicated in the outcome letter as responsible for reviewing appeals. The party filing the appeal will be notified in writing as to the outcome of the appeal. For violations concerning alleged sexual offenses, stalking, domestic violence, and dating violence, both the reporting party and the responding party will be notified. These notifications will be sent at the same approximate time. Any and all appeal decisions are final.

*Note: Students who reside outside of the New York City tristate area and/or who are completing 100% of their classes, in any given semester, online, will be required to participate in the conduct process virtually.*

## **SECTION VII. SANCTIONS ADMINISTERED BY A JUDICIAL BODY FOR VIOLATIONS OF THE CODE OF CONDUCT AND OTHER COLLEGE POLICIES**

1. ***Written Reprimand:*** The responding party is issued a written reprimand to be placed in the student's disciplinary file. *(This sanction may not be used for cases of sexual offenses, stalking, domestic violence, and dating violence.)*
2. ***Disciplinary Probation:*** The responding party is issued a written reprimand with the added condition that if the student is found responsible for a future violation of the Student Code of Conduct during a specified period of time, LIM College may, within its discretion, suspend or expel the student.
3. ***Disciplinary Suspension:*** The responding party is suspended from LIM College for a specified period of time. Approval to return to LIM College after the suspension is at the discretion of the Dean of Student Affairs or a designee.
4. ***Financial Restitution:*** The responding party is charged for loss or damage to property of LIM College. The responding party may also be held accountable for reimbursing the reporting party for damage caused to property. This is not a fine but, a repayment for property destroyed, damaged, consumed or stolen.
5. ***Restrictions and Loss of Privileges:*** The responding party is subject to specific restrictions and loss of privileges including but not limited to removal from college property. LIM College reserves the right to change a student's housing and class schedule prior to the outcome of a hearing when it is determined that such actions are in the best interest of the LIM College community.
6. ***Expulsion:*** The responding party is permanently removed from LIM College.
7. ***Fines:*** Reasonable fines may be imposed for specified violations, which include smoking, alcohol and/or other drug related activities.
8. ***Confiscation of Prohibited Property:*** Item(s) in violation of policy will be confiscated and will become the property of the College. Prohibited items confiscated will not be returned.
9. ***Behavioral Requirement Contract:*** The responding party will be required to adhere to certain standards of behavior while on campus and/or participating in College sponsored activities. Additional requirements may be put into place to include academic counseling, substance abuse screening, etc.
10. ***Educational Program:*** The responding party may be required to attend, present, or participate in a program related to the violation.
11. ***Restriction of Visitation/Guest Privileges:*** The responding party may be prohibited from bringing guests on campus and/or to any LIM College leased building.
12. ***Residence Life/Housing Probation:*** The responding party is issued a written reprimand with the condition that if the student is found responsible for a future residence life/housing

violation during a specified period of time, LIM College may, at its discretion, suspend or expel the student from housing. If a student is suspended for a period of time, space will be offered, pending availability at the conclusion of the suspension. Students expelled from housing are not permitted to return.

**13. Residence Life/Housing Expulsion:** The responding party will lose the privilege of LIM College sponsored housing. In this instance, the student's access, whether as a resident or guest, is revoked indefinitely.

**14. Other Sanctions:** Additional or alternate sanctions may be created, designed and imposed as deemed appropriate to the offense.

*Note: Any time a student is found responsible for committing a violent act, including but not limited to sexual misconduct, Education Law Article 129-B requires a notation be made on the student's transcript. The notation may read, "suspended after finding of responsibility for a code of conduct violation" or "expelled after a finding of responsibility for a code of conduct violation." If a student withdraws from the institution while conduct charges are pending, and declines to complete the disciplinary process, as outlined above, a notation will be made on the transcript indicating the student "withdrew with conduct charges pending."*

## **SECTION VIII. THE STUDENT'S BILL OF RIGHTS**

The following student's Bill of Rights lists the rights students can expect when reporting sexual offenses and relationship violence to LIM College.

All students have the right to:

- Make a report to the College
- Be protected by the College from retaliation for reporting an incident
- Receive assistance and resources from the College
- Make a report to local law enforcement, and/or the state police
- Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously
- Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution
- Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard
- Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available
- Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations
- Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident
- Be protected from retaliation by the institution, any student, the accused, and/or the respondent, and/or their friends, family, and acquaintances, within the jurisdiction of the institution

- Access at least one level of appeal of a determination
- Be accompanied by an advisor of choice who can serve as support for a reporting individual, accused, or respondent throughout the conduct process, however is unable to actively participate in the process by asking or answering questions on the student's behalf
- Have the institution's judicial/student conduct process run concurrently with any criminal justice investigations and proceedings
- Be presumed to be not responsible until a determination is reached
- Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution

## **SECTION IX. AMNESTY POLICY**

The health and safety of the LIM College community is of utmost importance. LIM College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs, may be hesitant to report such incidents due to fear of potential consequences for their own conduct. LIM College strongly encourages students to report domestic violence, dating violence, stalking or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith who discloses any incident of domestic violence, dating violence, stalking, or sexual assault to LIM College officials or law enforcement will not be subject to LIM College's Code of Conduct section for violation of alcohol and/or drug use policies occurring at or near the time of the commission of domestic violence, dating violence, stalking, or sexual assault.

For additional information, please see LIM College's Annual Security & Fire Safety Report available at [www.limcollege.edu/safety](http://www.limcollege.edu/safety).

Any member of the LIM College community who has questions or concerns regarding the LIM College Student Code of Conduct may contact the Dean of Student Affairs.