Building a Community of Learners:  
A Community Guide & Student Handbook  
2019 – 2020
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The Community Guide and Student Handbook is published by Student Affairs and is available online. You may view it, print it, or save it to your local folder and review it whenever you like. This guide presents a statement of institutional policies and procedures, behavioral policies and the student conduct process as of August 27, 2018. The most updated version can be found online.

NON-DISCRIMINATION STATEMENT
Alverno College intentionally creates a welcoming and inclusive learning community in which all members recognize and respect the rights and human dignity of every other member. The College values diversity and seeks talented students, faculty and staff from a variety of backgrounds. In keeping with its long-standing Catholic Franciscan foundations, Alverno College does not discriminate against any student, employee or application to become such on the basis of any individual’s age, color, disability, gender, gender identity or expression, genetic information, marital status, military status, national or ethnic origin, pregnancy or parenting status, political belief or affiliation, race, sex, sexual orientation, or veteran’s status in the administration of its educational programs and activities or in its employment practices. Furthermore, the College prohibits the harassment of students and employees, as harassment is a form of discrimination.

In the area of undergraduate enrollment, Alverno College’s weekday undergraduate programs will remain exclusive in respect to gender identity, but not as to any of the other aforementioned characteristics.

Adopted by Alverno Board of Trustees, December 3, 2017

ALVERNO COLLEGE’S COMMITMENT TO DIVERSITY, INCLUSION, AND COMPASSION
"Where there is hatred, let me sow love; where there is injury, pardon; where there is doubt, faith; where there is despair, hope; where there is darkness, light; where there is sadness, joy." — from The Peace Prayer of St. Francis

Alverno College is an active learning community founded on Catholic, Franciscan values and shaped by research from across academic disciplines and professional fields in service of our mission: to educate students in a collaborative, inclusive, compassionate and supportive atmosphere.

These Catholic and Franciscan values call on us to cherish the full diversity of human identity, to acknowledge differences in identity as the work of God, and to act together across differences to oppose oppression. Our values challenge us to view the world through a lens of compassion without judgment. Our values compel us to build compassion within ourselves where we fail to find that compassion with ease.

Alverno College strives to nurture, promote and protect the academic, personal and professional development of students, colleagues and guests by embracing individual
identities. We pledge continual action toward building a safe environment for all members of our community by creating policies and curricula that fortify our ability to value, strive and succeed within and across diverse populations.

The College recognizes that each of us relies on aspects of our personal identities, histories and experiences for self-definition and strength, and that each of us has a right — an imperative — to explore, express and evaluate those identities and experiences in the context of higher education. Our right to this exploration must come without fear of stereotype and discrimination, and it must not be exercised to the exclusion or harm of others. When conflicts arise, we will work to find resolutions that affirm each member’s humanity and value.

In pursuing our personal and professional goals at Alverno, we learn to negotiate and to inhabit the shared spaces that construct not only the college community, but also the workplace and the broader global community, whether we interact in person or online. We accomplish this objective through continual self-assessment (recognizing and critiquing the foundations of our values, beliefs and knowledge) and social interaction (learning to communicate across differences).

How do we live our commitment to diversity, inclusion and compassion?

"Lord, make me an instrument of thy peace." — from the Peace Prayer of St. Francis

- We promote diverse working and social groups and acknowledge that a peaceful and inclusive community is a shared responsibility.
- We focus on observing and developing one’s own abilities and goals.
- We call upon the common core of all world faith and value systems — compassion — and ask students, faculty, staff and visitors to engage in civil discourse so as to arrive at understanding, if not agreement.
- We recognize the challenges of cross-identity communication, thereby committing to a program of study that examines the causes and impacts of cross-identity conflicts and reinforces skills to help us to cross those boundaries peacefully, respectfully and effectively.
- We affirm that the disciplines represented within the Alverno curriculum each promote inclusion and diversity among professionals and clients as part of ethical professional conduct.
- We nurture our commonalities and celebrate our divergences – the pieces of our individual identities that together comprise our powerful and inclusive whole.

**DISCLAIMER STATEMENT**

All Alverno College students are responsible for knowing and adhering to the policies stated in this handbook, which is published annually as part of the Alverno College Catalog. The Catalog contains the following documents:

- Alverno College Bulletin (online)
- Course Offerings Booklet (online)
- Building a Community of Learners: A Community Guide & Student Handbook (online)
- Department Program Handbook (online)
- Residence Hall Handbook (online)
- Academic Evaluation (online)
- Undergraduate Student Validation Report (online)
These documents describe the philosophy of our teaching and learning, the courses offered each semester, the resources, support services, information and policies at Alverno College. These are subject to change without previous notice. Any information, deletion, or revision is effective upon its approval by the appropriate committee, department or official of Alverno College. Please read each of the Catalog documents carefully.

**STUDENT EMAIL COMMUNICATION STATEMENT**
Email is considered an official method of communication at Alverno College. All Alverno College students are expected to check their Alverno email accounts. Failure to regularly check their email is not a valid reason for being unaware of College policies or procedures, or of one’s academic, financial, or judicial status at the College.
JOINING AND CONTRIBUTING TO A COMMUNITY OF LEARNERS

A community is a group of people who hold something fundamental in common. Alverno College is committed to providing a community environment where students, faculty and staff have the opportunity to develop personally and professionally. We believe that the college community functions at its full potential when everyone in the community is respected for who they are and what they do. Creating a caring and respectful community that functions well depends on the individual and collaborative efforts of each person. The ability of an organization to experience each individual member as a valuable resource can translate into beneficial growth not only for the individual but for the organization as a whole. Being able to recognize and appreciate how the diversity of talent, experience and presence comes to the table means making a commitment to and becoming comfortable with the ambiguity of change and difference. As members of the Alverno community, we expect that each person will:

- appreciate the connections between ourselves and others, recognizing that diversity contributes to richer life experiences for us all
- participate actively in collaborative learning experiences
- integrate learning not only in classes, but equally into life situations and work settings
- recognize and value the life experiences we all bring to our learning
- respect the dignity of all persons and demonstrate concern for others
- be compassionate and considerate in our interaction with others
- practice the skills of listening, understanding, and appreciating other points of view

Students have resources to assist them. They are guided throughout the process by the faculty and staff and the curriculum which offer important tools for living and learning. The work we do together offers us an opportunity to learn about different styles of leadership and approaches and the expertise that comes out of a diversity of work and life experience. Working successfully in tandem with one another requires individual reflection, development and growth. It is important for the community to create space within the world of work for interactions that can foster reflection and development that will lead towards meaningful growth.

STUDENT RIGHTS AND RESPONSIBILITIES

Alverno College expects that all members of this community act in ways that contribute to a supportive living and learning environment. When you commit yourself to being the most effective learner you are capable of becoming, you automatically link into an ever-growing community of learners. The best communities challenge us in terms of our behavior, interpersonal skills, and belief and value systems, while offering support and education. This process of challenge and support encourages our growth. Creating a positive learning and working environment does not mean that everyone is always in agreement or that interactions are always smooth and easy. Each person has rights and responsibilities. Conflict within a community is inevitable; therefore, learning how to effectively manage conflict without interfering with an individual’s liberties is essential. Coming to meaningful understandings may mean investing in difficult and painful discussions with diligence and supporting one another even as we work to understand other perspectives.

- Students Have the Right to experience a campus conducive to learning that is free from intimidation and harassment.
• Students Have the Responsibility to respect the rights and dignity of others, treat others with care and respect and be sensitive to the impact of one’s behavior on others.

**COMPLAINT AND CONFLICT PROCEDURES**

All persons are expected to communicate in positive ways to resolve issues and conflicts. Constructive controversy promotes increased learning in a collaborative culture. It encourages better problem solving, creativity, and involvement because it influences individuals to view problems and issues from different perspectives and to rethink their response. Constructive controversy is most productive in an atmosphere where individuals

• make every attempt to first resolve conflicts with the person(s) involved
• value different viewpoints and remain open to be influenced by new ideas and information
• focus the controversy on ideas and determining the best direction or decision
• reflect on one’s actions, thoughts and the reaction of others
• communicate information accurately and clarify miscommunication
• recognize and communicate feelings as they relate to the issues being discussed

Generally, complaints are handled within each functional area and the student should ordinarily attempt to resolve the matter by making an informal complaint with the person involved and if dissatisfied with the outcome, appeal the issue through the Director of the Department or the Dean of the school.
COMPLAINT AND CONFLICT PROCEDURES CHART

Complaint and Conflict Procedures for Students

1. Identify the issue or concern
2. Talk with the person involved
3. Did talking with the person resolve your concern?
   - Yes
     - Monitor situation and revisit as necessary
   - No
     - If the concern is with:
       - A staff member - write a letter to the Director of the Department.
       - A faculty member - write a letter to the Academic Program Chair.
       - Describe the conflict or concern and include any documentation you have. The Director or Chair determines next steps.
       - Does this resolve your concern?
         - Yes
           - Monitor situation and revisit as necessary
         - No
           - Write a letter to the Academic Dean (for class concerns) or the Associate Dean of Students (for concerns outside of class.) Describe the conflict or concern and include any documentation.
           - As appropriate, the immediate supervisor will inquire into the facts of the complaint and discuss the matter individually with the student and the person involved in the complaint. Does this resolve your concern?
             - Yes
               - Monitor situation and revisit as necessary
             - No
               - The student may speak with the Vice President for Academic Affairs or the Vice President for Student Affairs. This decision is final.

Note: For a list of faculty and staff visit [http://lampous1.alverno.edu/PhoneDirectory/index.htm](http://lampous1.alverno.edu/PhoneDirectory/index.htm). If you are unsure of who to contact, the staff in the Dean of Students Office can assist you in identifying the next level supervisor.
This section outlines academic information and policies for all Alverno College students. While it is intended to provide a basic understanding of college policies and an introduction to academic resources, this information is not all-inclusive. Additional information is contained in the College Bulletin (Undergraduate and Graduate), the Course Offerings Information available online, Department Handbook (if available), the Residence Hall Handbook (if a resident), the Student Validation Report, and the Academic Evaluation. Questions about academic policies should be directed to the Advising Office, FO 121 or call 414-382-6029.

ACADEMIC STATUS
The Committee on the Status of Students is responsible for reviewing the academic progress of each Alverno College undergraduate and graduate student. During the semester and at the end of each semester, this committee reviews students who are demonstrating academic difficulty including: not successfully completing courses and/or external assessments and/or not demonstrating the abilities offered in courses or assessments. Descriptions of the four academic status decisions follow. Note: In general, the academic progress of students who do not successfully complete a course/ability level/external assessment is reviewed each semester until the student demonstrates satisfactory progress.

- **Good Standing** - Students who successfully complete their courses and external assessments and demonstrate the abilities offered in these courses and assessments are in Good Standing.
- **Probation** - In general, students who (a) are unsuccessful in one or more courses or 5-6 credits of coursework and/or (b) are unsuccessful in a core course for the major and/or (c) continue to be unable to successfully demonstrate successful progress are on academic probation. Instructors of a student on probation are requested to complete a Mid-Semester Progress Report on the student’s performance. These reports are emailed to the student and her/his Advisor.
- **Probation with Warning** - When students continue to be unsuccessful in courses and/or continue to be unable to demonstrate successful progress, the college is concerned that the student may not be able to progress to graduation. The student is placed on probation with the warning that an unsuccessful next term may result in academic dismissal. Instructors of a student on probation with warning are requested to complete a Mid-Semester Progress Report on the student’s performance. These reports are e-mailed to the student and her/his advisor.
- **Academic Dismissal** - If, in the judgment of the Committee on the Status of Students, a student has been or continues to have unsuccessful courses/external assessments/ability levels, she/he may be dismissed from the college. Students in the Alverno Success Program, on Good Standing, Probation, or Probation with Warning may be dismissed.

The seriousness of a student’s academic status is indicated by the specific status. For example, probation with warning is more serious than probation. When the Committee meets, they take into consideration:
- The student’s most recent progress in her/his courses/assessments/validations
- Memo/notes from faculty and advisor(s) regarding progress
- Mid-Semester Progress Reports and attendance
• Letters received from the student. (Students are encouraged to write a letter to the Committee regarding their status.)

Students who continue to be unsuccessful in courses/assessments/validation are subject to a more serious academic standing. These may include but are not limited to dismissal, additional course prerequisites, credit limits, or special requirements. Students are notified of their academic status and the resulting requirements through a letter from the Coordinator of the Status of Students Committee, Chairperson of the Committee on the Status of Students, or the VP for Academic Affairs. Students may appeal their academic status by sending a letter of explanation to the Chairperson of the Committee, Kathy Lake.

ALVERNO COLLEGE CATALOG
The Alverno College Catalog actually consists of a number of documents published under a separate cover. They include the Alverno College Bulletin, the Course Offerings Information, Building a Community of Learners: A Community Guide and Student Handbook, the Residence Hall Handbook, the Department Handbook, the Academic Evaluation and the Student Validation Report. Together, these materials contain the information you need to plan and progress through your studies at Alverno College.

College Bulletin
• All programs share one bulletin updated annually. It contains information about the curriculum, policies and procedures, course sequences, and course descriptions. It is the official source of information about academic programs. It is available online. The edition that is current for your semester year of entry is the one that governs your academic program requirements.

Course Offerings Information
• Course offerings information for each term is published online in IOL and is available for students prior to registration. Alverno College reserves the right to make changes to the course offerings when necessary at any time prior to the start of the term. Registration information and college policies are located online on the Registrar’s Office webpage.

AMNESTY
At times, alcohol may be involved in cases of medical emergencies, major crimes, sexual misconduct or gender discrimination. In an effort to encourage students to report these incidents and to focus on the safety of the student, an assurance of amnesty from an alcohol policy violation is provided for the student reporting a medical emergency, major crime, sexual misconduct, or gender discrimination.

ATTENDANCE EXPECTATIONS
Class attendance is a joint student-instructor decision. Instructors expect students to be responsible for coming to class and to come to class on time. Consistent tardiness may be considered an absence. When students enroll in a course, they are accountable for all course requirements. Since classes at Alverno involve academic engagement through active participation in discussions and small group or laboratory work, attendance is expected. When extenuating circumstances arise, the student is expected to contact the instructor regarding making up missed work.

The Advising Office may serve as a contact point for students with exceptional circumstances such as surgeries, extended illnesses, jury duty, etc. Instructors may advise a student to drop a
course, or may decide that a student is ineligible to continue attending a course if attendance has not been regular or the student has missed the first class meeting. However, in both instances, if the student chooses to drop the course, it is the student's responsibility to ‘officially drop’ the course by contacting the Registrar's Office.

CENTER FOR ACADEMIC EXCELLENCE
Alverno’s Center for Academic Excellence offers a diverse set of academically rigorous and intellectually engaging programs throughout the academic year designed to help you develop your learning in just these ways. Programs include
- Fellowships for undergraduate Faculty-Student Research Projects
- Academic Excellence Intensive Short Courses
- The Doherty Scholars Program
- Academic Excellence Seminar Series
- Conference and Study Travel Experiences and Fellowships
To learn more about the Center and how to become involved in its activities, please contact the Center for Academic Excellence, FO 138, (414) 382-6177 or academic.excellence@alverno.edu.

CHANGE OF MAJOR AND MINOR
In order to change your major or minor area, you will need to meet with your Advisor and complete a change of major/minor form.

CREDIT FOR PRIOR LEARNING
Previous courses and work sometimes qualify you to take an assessment in an effort to receive credit for a course or a series of courses. This could help you save money and time, and shorten your time to graduation by not having to take some classes for which you already have the necessary knowledge. To earn credit for prior learning, you must be enrolled at Alverno and provide evidence that you have met learning outcomes for specific courses through comparable knowledge and experiences outside the classroom. To apply for credit for prior learning, visit the Assessment Center website at www.alverno.edu/assessment and complete the Student Interest Form.

GRADUATE SCHOOL APPLICATIONS
If you are an undergraduate student applying to graduate school, request that a copy of your transcript be sent to the schools where you are applying for admission. Do this as soon as possible by filling out a request form in the Registrar's Office. Since you are the only person who can authorize that a copy of your transcript be sent anywhere you must make the request in writing. If you have difficulty filling out the application forms, seek help from the faculty from your major department. Since many applications include a space for a GPA (Grade Point Average), explain that at the time of graduation, your transcript will include a written Statement of Evaluation, instead of a GPA. This Statement records the faculty’s judgment about the nature and quality of your academic work. If you have any questions, contact your Faculty Advisor.

If you are pre-health, you may need to provide additional information about your academic progress in order to gain admission to professional schools. Let your Advisor know, and she will be in contact with Academic Affairs to ensure that your records contain the information you need when you apply to professional schools.
**GRADUATION APPLICATION, AUDIT, AND GRADUATION**

An application for graduation will be emailed to you in the beginning of your final semester. Complete the application and return to Alverno. The Registrar's Office reviews your file a year prior to your graduation and will complete a graduation audit. These audits are selected according to the graduation date listed in Interactive Online (IOL) on your student information page. You are responsible for updating your graduation date. It is NOT updated automatically. This review shows where you are in terms of meeting your requirements. Three areas of requirements are: Courses, Validations, and High School/GED and college transcripts. All graduates should confirm their status regarding the closure of financial obligations. Bills must be paid in full in order to receive one’s diploma and transcript. Our policy states that all graduates must meet with a Business Office representative and submit a plan for payment of tuition and outstanding fees.

**GRADUATION PARTICIPATION**

Alverno College believes in the value of participation in the commencement ceremony and the value of students sharing in the event with their colleagues. Graduates participate in commencement after all requirements are completed satisfactorily. For August graduates, diplomas are available the week following the August graduation date pending satisfaction of all financial obligations and completion of coursework. August graduates march in the December Commencement following their graduation date. The name of the graduate appears on the commencement program with a footnote indicating the official graduation date. If for some reason, a graduate decides not to participate in the commencement ceremony, contact the Associate Registrar.

*Educational Policies Committee, February, 2005*

While the College participation policy requires the satisfactory completion of all requirements, an exception is made for MBA and MSCP students in recognition of the cohort nature of these programs. MBA and MSCP students who have completed all requirements except their electives may request permission to participate in commencement by submitting a general permit to the Registrar’s Office.

*Graduate Council 2009*

**GRADUATION RELATED EVENTS**

The Vice President for Student Affairs coordinates events related to Alverno College’s Commencement. In addition to the commencement ceremonies, Alverno College coordinates Senior Week events, the cultural celebration ceremonies Latinas con Fuerza and Bestowing of the Kente, and the Baccalaureate Mass and Blessing. These related events are not required for graduates to attend, but are highly encouraged.

**HONORS**

The Honors Program acknowledges undergraduate service-minded scholars. The criteria for honors are centered on two broad categories, academic excellence and service excellence. These two categories are rooted in the philosophy underlying the Alverno curriculum, which effectively integrates academic achievement with professional and personal life. Nominations for honors are submitted by the faculty of the student’s major and support areas. Nomination letters include detailed information on how the student has met the criteria for honors. These nominations reflect the student’s entire journey at Alverno. A cross-disciplinary committee reviews the submissions looking for key characteristics and distinctive qualities that include independence, commitment, resilience, enthusiasm, creativity, influence, and mastery. The
committee deliberates until they reach a unanimous decision and a final list of honor graduates. The criteria for honors nominations include Independence, Mastery, Integration Habituality, Resilience, Commitment, Enthusiasm, Creativity, and Influence Awareness. See the Academic Affairs website for more information.

Honors Committee, March 2018

INDEPENDENT STUDY
You may want to register for an Independent Study because a required course may not be offered in a particular semester, or you may want to pursue a specialized area of interest that is related to, but not part of, your regular studies. Registration for Independent Study implies that you are able to assume a major share of the responsibility for shaping a course and doing much of the work for the course in an independent manner with minimal aid from the instructor. If you think you want to register for an Independent Study, you must receive permission from the department coordinator and the instructor who agrees to work with you in the study. Permission from Ability Coordinators may also be necessary if validations are to be demonstrated. (Permission is recorded on an Independent Study Permit Form, which is available on the Registrar's Office webpage under Online Forms).

INTERNAL TRANSFER
It is sometimes possible for a student accepted into the Undergraduate Weekday College program to transfer to the Adult Evening and Online program. It is also possible for a student who was originally accepted into the Alverno on the Weekend program to transfer to the Weekday College program or the Adult Evening and Online Program. A student wanting to make an "internal transfer" needs to meet with an Advisor in the Academic Advising Office. At this meeting, the Advisor will review how the student's previous coursework, transfer credits and validations will apply to her new program. During her meeting with the Advisor, the student will complete a Change of Major Form, if this change is possible.

MEDICAL EXCEPTION
This exception recognizes that there are times when students must officially drop all courses due to medical or health requirements. To initiate this process, go to the Advising Office and discuss a Student on Leave or a Withdrawal from the College prior to applying for a Medical Exception. Medical Exceptions can be requested for the current semester in which a student is enrolled. For information about the policy go to Student Affairs (FO119) or Advising (FO121).

NAME CHANGE POLICY
All members of the Alverno community may update and/or change their name in our campus information systems at any time. This includes new and continuing students, faculty, and staff. Please find specific instructions below for names changes, including legal and chosen name changes.

Legal Name Change
Legal first and last name changes can be made at any time on IOL. In order to process this request, the person requesting the change will need to submit legal documentation of the name change (including but not limited to an updated driver’s license, passport, social security card, or notarized court document). Students should bring their documentation to the Registrar’s Office, and employees should bring their documentation to Human Resources.
Chosen Name
Alverno College recognizes that as a community some of its members choose to use a first and/or last name other than their legal name to identify themselves. Anyone in the Alverno community may designate a chosen first and/or last name. This chosen name will be used in all college communication and information systems that support it (see chart below for chosen/legal name usage guidelines). Students, staff, or faculty can designate a chosen name at any time, regardless of whether or not they have legally changed their name. Chosen names can be modified, changed, or deleted at any time by updating personal information on IOL.

ID Cards
You'll receive a confirmation email after your chosen name has been updated by the Registrar's Office or Human Resources. One business day after you receive this email, you may request a replacement ID card in Student Affairs (FO 119).

Email/Network User Name change
Changing your chosen name will not automatically update your Alverno username or email address. To update these, please email a completed Network Name Change form to helpdesk@alverno.edu.

Chosen Pronouns
Alverno College celebrates gender diversity. Accordingly, students, staff, or faculty may indicate which set of personal gender pronouns they wish for the campus community to use to refer to them. The chosen pronouns will be made available to staff and faculty so that they can use them in conversation and reference to each individual. Chosen pronouns can be designated at any time, and they can be modified, changed, or deleted at any time by updating personal information on IOL. Currently, options for chosen pronouns include the following:

- SHE  she/her/hers
- HE  he/him/his
- ZE  ze/hir/hirs
- THEY  they/them/their
- NAME Use my name as pronoun

Transgender Students/Gender Identity
Alverno College strives to create an institution and programs appropriate to the educational needs of women in the 21st century, particularly in its weekday college community. In the Catholic tradition of caring and respect for each human person, we support students on their journey of self-discovery and recognize that gender identity may change over time. Alverno has put guidelines and services in place to support transgender students as integral members of our diverse campus community. Specifically, Alverno College admits students who consistently live and identify as female. In addition, continuing students whose gender identity changes after admission are encouraged to persist through graduation, experiencing the personal and academic support each student deserves from an Alverno education. Other areas addressed in our guidelines for supporting transgender students include athletics, facilities, housing, privacy, record keeping, and safety.

Because it reflects the mission of our weekday undergraduate college for women, Alverno College will continue to use gendered language in its official and ceremonial communication. However, to respect the dignity of each member of the community, our interpersonal
communication will be informed by members’ ability to identify their gender identity and chosen pronouns. These can be updated, modified, changed, or deleted at any time by updating personal information on IOL. Currently, options for gender identity include the following:

- Female
- Male
- Non-binary
- Gender non-conforming

All requests for changing chosen name, chosen pronoun, or gender identity will be accepted as long as the request is not intended to avoid legal obligations, used for fraudulent purposes, contains the use of profane words, or is otherwise deemed inappropriate. Alverno College reserves the right to refuse to honor any request under these circumstances.

However, in accordance with the mission statement, Alverno College is committed to creating an inclusive community and will make every effort to use chosen names, pronouns, and gender identity where possible throughout the college experience, except for the select systems and materials that require legal name and gender (see chart below) for reporting or legal needs.

If a student has concerns about chosen vs legal name and/or pronoun usage or would like to discuss a more widespread accommodation for safety or security reasons, please schedule an appointment with the Dean of Students (FO 119). A staff or faculty member should contact Human Resources for these discussions.
## Chosen vs. Legal Name/Pronoun/Gender Identity

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<th>Will Use Legal Name/Legal Gender</th>
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<td>• Will collect chosen name on application.</td>
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<td>Advancement/Alumnae</td>
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| Advising                 | • Emails notifying of academic status  
• Early Alert  
• General communications                                                                                   | • Academic dismissal letters                                                                 |
| Assessment Center        |                                                                                                               |                                                                                             |
| Athletics                | • Rosters                                                                                                     | • Kept confidentially for eligibility                                                        |
| Business Office/Financial Aid |                                                                                                           | • FAFSA                                                                                     |
|                          |                                                                                                               | • Award letter                                                                              |
|                          |                                                                                                               | • 1098T                                                                                     |
|                          |                                                                                                               | • Loan servicing                                                                             |
|                          |                                                                                                               | • Loan documents                                                                            |
| Career Development       |                                                                                                               |                                                                                             |
| Health Services          | • Counseling                                                                                                  | • Medical Records                                                                           |
| Human Resources          |                                                                                                               |                                                                                             |
| International Center     | • Communications                                                                                              | • Visa Information                                                                          |
| Internship               | • Database and intern lists generated from it (used internally)  
• Student appointments  
• Resumes and cover letters (name determined by the student’s preference)  
• Event name tags  
• Letters sent to mentors which refer to the student (only after student gives permission to use preferred name for this purpose) | • Running background checks and drug tests  
• Collecting medical documentation required for internship site  
• In both of the above situations, we are required to sign off on site-generated paperwork that says we have these documents on file at Alverno. |
| Registrar's Office       | • Class rosters                                                                                               | • Federally mandated reporting                                                               |

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### PLAGIARISM AND MISREPRESENTATION OF AUTHORSHIP

Throughout your studies at Alverno College, you are exposed to a variety of learning styles. In some classes faculty require you to complete assignments in small group work sessions, while in other cases you may be required to complete work on an independent and individual basis. Both experiences can be stimulating and rewarding. However, when submitting work for your courses, you must take personal responsibility to complete work in accordance with the instructions of your teacher and use sound academic principles. This means standing behind your work as a contributing member of a team when collaborative work is required. It also means standing behind your work as the individual who thought it through and carried it out when independent work is required.

When you are required to consult with professionals outside the college or undertake research in order to gather information necessary for the completion of an assignment, you need to make reference to the resources used. Whenever you refer to secondary sources, whether for direct quotation or paraphrasing, you must supply clear documentation with generally accepted standards. In other words, when you use another's thoughts in the exact words or with some words changed around, the source must be indicated.
Work required to be completed independently does not meet the above requirements if it is more the work of someone else than that of the person who claims it. To claim work that is essentially someone else's constitutes misrepresentation. Failure to document sources of information constitutes plagiarism. When such cases come to the attention of faculty, a department or school, faculty committee will review the situation and make a recommendation to the department or school, regarding the necessity of disciplinary action. After the committee reviews the situation, they may recommend to the Committee on the Status of Students that the student receive an unsatisfactory in the course for which the work was required, an assignment of a new equivalent assessment, dismissal from the College, or other disciplinary action. For graduate programs, see the appropriate handbook.

**STUDENT ON LEAVE (SOL)**

If you wish to temporarily withdraw from Alverno, you may become a Student on Leave. To complete a transition interview and Student on Leave form, contact an Advisor in the Advising Office or your Graduate Advisor. You are eligible to be on leave for up to four semesters. If you do not choose to enroll at the expiration of your leave, your status is considered the same as a withdrawal. If you decide to return to Alverno at a later date, you must request to re-admit to the College through the Advising Office. As a Student on Leave, you may enroll at Alverno without applying for re-admission. To register, contact the Advising Office or your Faculty Advisor.

**STUDENT PARTICIPATION IN EDUCATIONAL RESEARCH AND PRIVACY**

Alverno College takes pride in improving its educational practice through ongoing research into student learning. As a community of educators and learners, we are also committed to sharing more broadly what we are learning from our research into teaching, curriculum, and assessment in relation to the experience and performance of our diverse students. And so, Alverno educators routinely collect data on student characteristics and learning not only to assist teaching and student learning in a particular class, but also to more broadly investigate the effectiveness of educational strategies used at Alverno.

In doing so, Alverno educators (Alverno faculty, instructors, administrators, academic staff, educational researchers, and student affairs staff) remain committed to handling all private information confidentially, just as they would for any academic or co-curricular information (see Student Records and the Family Educational Rights and Privacy Act). During the completion of an educational research project, Alverno educators may confidentially review student educational records. All proposals for educational research at Alverno are reviewed according to a process developed by the Alverno College Institutional Review Board (IRB) that protects against inappropriate disclosure of information.

When sharing educational research with colleagues at other institutions, it is sometimes useful for an Alverno educational researcher to use potentially identifiable individual data to illustrate research findings. In these instances, Alverno IRB policy requires that information about a student be disguised or “de-identified” before it is shared unless the student has first given explicit permission for this use. A student has the right to withdraw permission to use data for such an educational research purpose at any time.
Questions about privacy or other issues associated with educational research conducted at Alverno may be directed to the Chair of the Alverno College Institutional Review Board, Paul Smith, 414-382-6363.

**STUDENT RECORDS AND THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)**

Alverno College follows the guidelines set forth in the Family Education Rights and Privacy Act (FERPA) of 1974 in maintaining the privacy of student records. Students have the right to inspect and review information contained in their education records and to request amendment of records a student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. In addition, students also have the right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the requirements of FERPA. Students wishing to review their education records must make a written request to Kate Tisch, the Director of Academic Advising (414-382-6036), listing the item or items of interest. No one outside the institution shall have access to nor will the institution disclose any information from a student's education records without the written consent of the student, except to

- Officials of other institutions in which students seek to enroll
- Agencies providing students financial aid
- Accrediting agencies carrying out their accreditation function
- Persons in compliance with judicial order
- Persons in an emergency in order to protect the health or safety of students or other persons.

All these exceptions are permitted under the Act. Within the Alverno College community, only those members, individually or collectively, acting in the students' education interest are allowed access to student education records. Alverno College will attempt to notify any student whose records have been requested through judicial order. (Taken from "Family Education Rights and Privacy Act, Policy for Alverno College" the entire policy is available in the Academic Advising Office).

**STUDENT RIGHT-TO-KNOW**

In relation to the Student Right-To-Know Act undergraduate graduation rates are available. Contact Marlene Neises, Associate Vice President for Academic Services, for further information. She can be reached at 414-382-6014 or Alverno College, 3400 S. 43rd St, P.O. Box 343911, Milwaukee, Wisconsin 53234.

**TRANSCRIPTS**

The official Alverno College Academic Transcript consists of a record of achievement, i.e., a chronological record of all courses successfully completed and for undergraduates a history of demonstrated abilities. For students who graduate, a statement of evaluation (an overall assessment of your academic career at Alverno College prepared by your faculty is also included). Your transcript reflects the importance the college attaches both to the mastery of content and the ability to use knowledge effectively. If you wish to have a copy of your official transcript mailed to other schools or prospective employers, send a written request or complete request forms in the Registrar's Office. There is a charge for each transcript requested. The fee should accompany the request. No transcript can be issued for students who have not met their financial obligation to the college.
WITHDRAWAL FROM AN ACADEMIC PROGRAM
An academic program is described as one of the following: teacher licensure, major or minor equivalency, and WDC sequence. If you want to withdraw from an academic program but remain at Alverno as a Special Student, you are expected to officially withdraw. You should contact an Advisor in the Advising Office to complete an Official Withdrawal Form. Your status as a Special Student will be effective the semester following your official withdrawal.

WITHDRAWAL FROM THE COLLEGE (OW)
If you leave Alverno and do not intend to return at a later date, you are expected to officially withdraw. You should contact an Advisor in the Advising Office or graduate advisor to complete an Official Withdrawal Form. If you are academically dismissed or do not return within four semesters from a Student on Leave, you are considered officially withdrawn from the College. All officially withdrawn undergraduate students must re-admit through the Advising Office if they desire to return to Alverno College. Students who are dismissed must also send a letter to the Committee on the Status of Students explaining what they have been doing during their time away from Alverno and what their plans are for return and the successful completion of a degree from the college.
ACCESSIBILITY FOR STUDENTS WITH DISABILITIES
Alverno College makes every effort to provide accessible facilities and programs for individuals with documented disabilities. Our goal in working with students, faculty, and staff is to provide academic and physical accessibility, promote student independence and maximize academic potential. If you have any questions about student accessibility, contact Instructional Services, FO 408 or call 414-382-6026.

CAMPUS WIDE ADVERTISING AND POSTING PROCEDURES
Policy Statement – The La Verna Commons Lobby is the posting area for Founders Hall. There are additional posting areas on the second floor of Athletics & Fitness, the second floor of Christopher Hall and in the Clare/Corona lobby. Student Activities & Leadership is responsible for posting all event/dated materials and notifications in the designated posting areas e.g. academic fliers, campus resources and updates, travel classes/opportunities, volunteer opportunities, on/off campus events, rentals and sales. Postings can be dropped off in the Student Activities & Leadership office (FO 110). All materials for campus posting must be approved and stamped by Student Activities & Leadership and will be approved for up to four weeks prior to the advertised event. Postings and/or banners without an approval stamp or located in undesignated areas will be removed and discarded. The approval stamp is neither an endorsement of the activity or of the quality of the publicity. The college is not responsible for damaged or destroyed postings.

NOTE: Separate School and Division bulletin boards for major/division specific postings will be available in Christopher Hall, Alphonsa Hall, Corona Hall, Clare Hall, and the north end of Founders Hall. These areas will be maintained by the individual School/Division. [Student Activities & Leadership size and content guidelines do not apply to division bulletin boards.]

16 postings per event will be accepted in Student Activities & Leadership.
- One will be displayed in the designated area in the La Verna Commons Lobby
  - Accepting on and off campus events, job postings, volunteer opportunities
  - May be 8 ½” x 11” or 11” x 17” in size
- One will be displayed in the Athletics & Fitness 2nd Floor Hallway
  - Accepting on and off campus events, job postings, volunteer opportunities
- One will be displayed in the Alexia/Christopher 2nd floor ramp
  - Accepting on-campus event postings only
- One will be displayed in the Clare/Corona Lobby
  - Accepting on-campus event postings only
- Twelve will be distributed in the residence halls (8 ½” x11” only)

Posting materials must be error-free, legible and include the following:
- Name of department or sponsoring group.
- What, when, where, cost, how to register, and who to contact for more information.
- A blank 2”x2” space in the lower right-hand corner for the Student Activities approval stamp.
• Size: For the three lobby spaces either 8 ½” x 11” or 11”x17” will be accepted. The residence halls will only accept 8 ½” x 11”. Postings larger than this may not be accepted.

**Content Guidelines** - Student Activities & Leadership reserves the right to refuse posting non-college related material that may be a conflict of interest or violate campus policies, criteria, or procedures. Interpretation of content resides with Student Activities & Leadership. The following are not permitted for college or non-college related material:

- Content that is threatening, harassing or invading the privacy of others.
- Pornographic material, explicit implied vulgarity, or pictures or statements perceived as obscene, offensive or insensitive to any religious, ethnic, age or gender group.
- Materials promoting, displaying or implying the use of alcohol or illegal substances.

**Banner Policy**

- Banner space is available above the posting area in the La Verna Commons Lobby only. Space is limited and must be **reserved through Student Activities & Leadership**. Banners will be posted for up to 3 weeks.
- Posters and banners may not cover up other postings.
- All postings and displays will be removed and discarded within 24 hours after the event.

**Mailbox Distribution**

- The college mailboxes may not be used for selling or soliciting without sponsorship by an office, department or registered student group.
- Residence hall mailboxes are subject to federal statutes and policies governing the mail. Check with Residence Life, 414-382-6314, for specific regulations concerning mailings or postings for the residence halls.

**Table Reservation** - Tables can be reserved for **one week** in the La Verna Commons Lobby for displays connected to an upcoming event. For example, if a student group or department wants to promote and recruit for the Heart Association Walk they could leave materials on the table for up to a week and staff the table with volunteers during peak traffic times. To reserve a table in the La Verna Commons Lobby please submit an on-line request through EMS.

**Postings are NOT allowed in the following areas:**

- Chapel Lobby, Sister Joel Read Center, Alphonsa Hall, Alexia Hall, and Christopher Hall (with the exception of academic division bulletin boards).
- Restrooms and elevators.
- Doorways and windows.
- Grounds, trees, shrubs, cars, snow.
- Resident rooms and/or doors.

**Display Signs** - Floor standing display signs (holding 22x28 posters) or banners created by Marketing (see picture below) may be used on the day of an event for check-in or directional purposes, but must be placed out of the flow of traffic. The following areas are approved areas for ONE standing display the day of the event.

- Alphonsa Lobby
- Alexia Lobbies (ground floor, 1st floor and 2nd floor)
- The Loft
- Clare/Corona Lobby
- Chapel Lobby
- Library Entrance

**Chalking** - Chalking on campus grounds is prohibited, with the exception of recognized student organizations. Student Organizations are allowed to chalk by Alexia Hall, Austin Hall, Clare Hall, and Christopher Hall only. Requests to chalk on sidewalks around campus must receive approval from the Department of Student Activities and Leadership.

Note: As the College adjusts to its new spaces and traffic patterns, the posting policy will continue to be adapted as needed. Feedback is always welcome - email studentactivities@alverno.edu.

**ANIMAL POLICY**
Fish are the only pets allowed on the residential floors in the residence halls. Per Title III of the Americans with Disabilities Act (ADA), Alverno College permits service animals, which are limited to dogs and miniature horses, in all areas on campus. Any questions regarding accommodations for service animals can be directed to Alverno’s Accessibility Coordinator at 414-382-6026.

In compliance with the Fair Housing Act (FHA), Alverno approves emotional support animals in the residence hall only for qualified students with disabilities. Determination of what type of animal and whether the student is permitted to have an animal in the residence halls is made through an interactive process involving the individual requesting the accommodation and relevant campus personnel. Students should contact the Director of Residence Life at 414-382-6372 or residencelife@alverno.edu for inquiries on the process for requests.

**ANTI-RETAIATION/WHISTLEBLOWER POLICY**
Alverno College strives to operate in an ethical, honest and lawful manner and expects its faculty, administrators, staff and students to conduct their activities in accordance with Alverno policies and Code of Ethical Conduct, as well as applicable law. The College’s procedures and internal controls are intended to prevent or detect improper activities; however, Alverno strongly encourages all faculty, administrators, staff, and students to report suspected or actual wrongful conduct by Alverno employees to their immediate supervisor, Student Affairs, Human Resources, an Alverno leader, or through other appropriate channels. Confidential information may be submitted to the President’s Office, Human Resources, or Student Affairs in a sealed envelope or by filling out the confidential reporting form found online on the front page of IOL. The confidentiality of the whistleblower will be maintained whenever possible. No Alverno faculty, administrator, staff or student may interfere with the good faith reporting of suspected or actual wrongful conduct. An individual who makes such a good faith report shall not be subject to retaliation, including harassment or any adverse employment, academic or educational consequence, as a result of making a report. All reported claims of retaliation will be reviewed and investigated and appropriate corrective action will be taken. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated. In addition, an employee who intentionally files a
false report of wrongdoing, or knowingly makes an untrue statement of fact in the investigation of a complaint, will be subject to discipline up to and including termination.

**BUSINESS SOLICITATION**
No form of selling or soliciting is permitted on the Alverno College Campus without sponsorship by an office, department or registered student group. A member of the student group/department must be present during the event and a sign stating who the sponsoring office is must be displayed. For procedures on soliciting off campus donations, talk to the Director of Student Activities and Leadership at (414) 382-6317.

**CELL PHONES**
Alverno College strives to provide a positive learning environment for all students. Cell phones disrupt classes, offices and quiet places of study. Silence or turn off cell phones in the classroom and in offices and remove conversations from quiet places (e.g. library, computer center, and chapel).

**CAMPUS GUIDELINES FOR SELLING ALCOHOLIC BEVERAGES**
In order to serve alcohol at a college-sponsored event, approval must be obtained one month in advance from the Director of Student Activities and Leadership or the Assistant Director of Student Activities and Leadership. At the initial meeting, they will walk through the process for planning this event.

**Organizers of the event are responsible to**
1. Register the event and reserve the room.
2. Ask a staff or faculty chaperone to be present for the event. The sponsoring student group, staff and/or faculty chaperone assumes the responsibility of adhering to the Alverno College guidelines and state law, and insuring that appropriate behavior is maintained at all times. Chaperones must meet with the Director of Student Activities and Leadership or the Assistant Director of Student Activities and Leadership prior to the start of the event to review the regulations and responsibilities of the chaperone. The event may be cancelled if this does not happen.
3. Inform the campus safety staff that an event serving alcohol is being held on campus.
4. Schedule the event so that it ends by 12am.
5. Provide soft drinks and food for the duration of any activity where alcoholic beverages are served.
6. Dispense and consume alcohol only in designated areas approved for the event. Proof of legal drinking age is to take place at entry points.
7. Purchase alcoholic beverages through Alverno’s Dining Service. The employment of a licensed bartender must be arranged at the organization’s expense, through Dining Services.
8. Charge for alcoholic beverages (they may not be provided free of charge).
9. No one is to bring his/her own beverages to an event on campus. Only beverages sold and provided by the sponsoring organization are to be consumed.
10. Drinking games will not be allowed at campus events.
11. No person may purchase alcohol for another person unless the person is present at the time of purchase, regardless of whether they are of legal drinking age.
12. Encourage the use of designated drivers.
13. Performing artists and outside guests will also be subject to the Alverno College alcohol policy and state regulations on alcohol consumption.

14. Posters or promotional materials may not promote or advertise the consumption of alcohol.

**Bartenders are responsible to**

1. Check IDs and serve no minors.
2. Be alert to signs of intoxication. Serve no person who is intoxicated and notify the supervisor if, in their judgment, they should cease alcohol service to a customer.
3. Stop individuals from bringing alcohol to the party.
4. Charge for alcoholic beverages (no free drinks are allowed).

**Campus Safety is responsible to**

1. Escort individuals off campus if they do not comply with policies or if they demonstrate unacceptable behavior.
2. Terminate the event and call the Milwaukee Police Department if the event gets out of hand.

**CAMPUS WEAPONS POLICY**

Alverno College promotes a safe learning and working environment for all students, staff, faculty and visitors and does not allow any weapons in campus buildings. Weapons may include, but are not limited to, guns, knives, explosives, electric weapons, and billy clubs. This policy also applies to any person legally licensed to carry open or concealed weapons (excluding law enforcement acting in their official capacity). Students violating this policy may be subject to disciplinary action up to and including dismissal.

**CHILDREN VISITORS ON CAMPUS POLICY**

Alverno College is deeply committed to creating an environment that maximizes learning and provides campus safety. This policy was designed to ensure both. Children (under the age of 18) may not be on campus except while in the care of a parent/legal guardian/childcare provider. At all times when a child is on campus and not in the Early Learning Center or participating in college-sponsored programs, the child is the sole responsibility of the parent/legal guardian/childcare provider.

**In the Classroom** – In general, attendance in a classroom is limited to the instructor, students who are enrolled in the course, prospective students and others who can contribute to the educational mission of the College. For example, the instructor may bring in guest presenters, or other educators may observe the course in order to evaluate the instructor or the curriculum. Permission to bring a child to class cannot be granted under the following circumstances:

- The child is ill. If the child is too ill to attend daycare or school, s/he is too ill to be in a classroom.
- The class meets in the science laboratory, nursing lab, art classroom, gym, Fitness Center. This is for the safety of all. If a room has mixed use, children will not be allowed in the room on lab days.

Exceptions to this policy are at the discretion of the instructor and of the College. Generally, it is not appropriate to bring children to class. Should an unexpected event arise that would mean
you must bring a child to a class in order to attend yourself, you must make every effort to get prior permission from the instructor. The instructor will review the planned activities and determine whether the child would be reasonably safe and would not detract from the educational experiences of others. It is important that the child’s presence on campus does not result in disruption to the workplace, to the classroom, and non-teaching areas (e.g. library, computer center, offices). If you must bring a child to class and have received prior permission from the instructor, it is your responsibility to bring appropriate materials to quietly occupy the child. You are responsible for the safety and the well-being of the child. Occasionally, subjects raised in class may not be appropriate for the child. If this is the case, or if the instructor asks you to remove the child, please do so.

**In the Work Place** – Children should not be routinely permitted in offices during scheduled work times. A parent/guardian/childcare provider must provide supervision at all times and children should not be left unattended. Their presence should not interfere with workplace activities. Bringing children to work should only be permitted occasionally, with the permission of the supervisor and sometimes for the convenience of the employee due to a family emergency.

**MINORS IN CAMPUS PROGRAMS POLICY**
Alverno College is deeply committed to creating an environment that maximizes learning and provides campus safety. The *Minors in Campus Programs* policy was designed to ensure both. A minor (under the age of 18) may not be on campus except when participating in a college sponsored event or while in the care of a parent/legal guardian/childcare provider.

**In Activities Sponsored by Alverno College** - The College sponsors programs for minors (under age 18) such as athletic camps, Little Sibs Weekend, and overnights for potential students. Appropriate forms, schedules and contact information are shared with parents/legal guardians.

Alverno ensures that staff and volunteers have been trained on policies and procedures related to minors. For their protection, minors are not allowed in high risk areas (e.g., food preparation areas, mechanical rooms, areas with power tools or machinery, on college grounds equipment, or in vehicles). Minors are not allowed in the gymnasium, fitness center, locker room, laboratories, athletic training room, or in locker rooms unless supervised.

**For Third Party Groups Using the Alverno Facility to work with Minors** – On occasion a group of minors may be on campus participating in an event sponsored by a third party. In these situations, the parent or designated leader is responsible for supervising the minors. A copy of any waiver used by an external group in association with minors must be submitted to Campus Safety with a list of participants. The following information will be shared with the designated leader of the group:

1. Alverno is tobacco free.
2. Weapons are not allowed on campus.
3. Minors must be supervised at all times.
4. Minors are not allowed in the following areas: laboratories, food preparation areas, mechanical rooms, areas with power tools or machinery, gymnasium, fitness center, locker room, laboratories, athletic training room unless supervised.

5. Appropriate forms, schedules and contact information is shared with parents/legal guardians.

6. Information on how to contact Campus Safety if there is an incident or injury involving minors.

DEBILITATING OR LIFE-THREATENING ILLNESS POLICY
Alverno College recognizes that faculty, staff, and students with life-threatening illnesses may wish to continue to engage in as many of their normal pursuits as their condition allows, including education and work. Alverno College will give the same considerations to a person with a life-threatening illness as it does to persons with other health problems. Should administrative decisions with respect to participation by any student, faculty or staff member with a life-threatening illness in college activities or continued work or study become necessary, they will be made on a case-by-case basis. The student’s faculty Advisor, the Vice President for Student Affairs, and the Vice President for Academic Affairs will make this decision. The College recognizes the importance of health education and awareness programs. These assist individuals to dispel any misunderstandings and deal with the facts, as they are known. The development and implementation of these programs is coordinated by Health Services. Members of the Alverno community with questions on health issues are directed to their physicians, the Coordinator of Health Services or community resources. Any questions regarding this policy can be addressed to the Vice President for Student Affairs. Confidentiality in all areas of this policy will be maintained wherever possible.

Approved by the Wellness Council, 1990

DEMONSTRATION OR PROTEST GUIDELINES
Alverno College respects the right of students to express, explore and discuss matters of interest or concern. This may include expressing opinions publicly and joining together to demonstrate those concerns in an orderly manner.

Planned Event
A demonstration or protest is considered planned if the college was notified and the event was approved through the Dean of Students Office or Student Activities & Leadership and scheduled with Event and Space Coordination. Campus Safety should be notified of the approximate attendance, day, time, and location. A peaceful, respectful, non-obstructive and positive learning environment will be maintained. If at any point the safety of others becomes a concern, the Campus Safety Department reserves the right to disperse the event.

Requests Not Approved
In the event a planned demonstration or protest is not approved, the organizer can submit a written appeal to the Dean of Students Office. The Dean or Assistant Dean of Students may schedule a meeting to consult with the organizer or group. The appeal decision will occur within five business days of the appeal and/or meeting.
Unplanned Event
If an event occurs without notice, leaders will be connected to the Dean of Students Office to determine the goals of the protest or demonstration and to work toward a solution or to approve continuation of the event.

Disruptive Event
Disruptive demonstrations or protests which block access to college facilities, thoroughfares, and operations will be asked to stop the disruptive actions and advised of how they can continue without disruption of the learning environment. All college policies and procedures apply to demonstrators and protestors.

Non Alverno Community Event
A demonstration or protest that is organized by a non-affiliated Alverno member will be instructed to stay on the public sidewalk and to not enter or impede Alverno property or thoroughfares. A leader of the event may be asked to meet with Alverno Leadership to determine the reason for the event and any potential solutions.

Approved by the Safety and Risk Committee, Spring 2016
Revised March 2018

DRIVING COLLEGE VEHICLES
Policy - This policy covers all approved drivers (employees, students, and volunteers) who may use an Alverno owned or rented vehicle, or uses her/his personal vehicle for College business. Only approved drivers on the authorized list of drivers may drive Alverno owned or rented vehicles. Students who meet the minimum requirements for driving privileges must complete the consent/release form in Human Resources. In order to be eligible to drive for College business and/or events, drivers must meet criteria determined by Alverno’s insurance agent. Human Resources will verify that the student’s driving record meets the minimum requirements set by Alverno College’s insurance provider.

To become an approved driver and drive an Alverno owned or rented vehicle, the driver must:
- Complete the driver background check paperwork in Human Resources and submit a copy of their valid driver’s license.
- Receive approval from the appropriate faculty or staff member connected to the group (e.g. advisor, instructor, department coordinator).
- Show proof that they are twenty years of age or older and that they have three years of driving experience.
- Successfully complete an annual driving record check. This includes no more than three minor violations in the past three years and no major violation in the past five years.
- Successful completion of defensive driving training.
- Sign and return acknowledgment of receipt of the Vehicle Usage Policy.

Training - Alverno College provides training on defensive driving for all employees, students and volunteers authorized to drive Alverno owned, rented, or personal vehicles for College business. Human Resources maintains all records of employee training. Campus Safety maintains all records of student and volunteer training. Training is provided:
- Upon request to be an authorized driver.
- Prior to operating any vehicle for College business.
Whenever risk factor, requirements, or a process changes as determined by Human Resources and/or Campus Safety.

Vehicle Reservations (Forms are available on the Launchpad under Serving Alverno/Rental Vehicle Reservations.)
- The appropriate staff or faculty member must approve and submit request for any student or student group reserving an Alverno rented vehicle.
- Costs for rented vehicles are charged back to the department.
- Requests for use of the vehicle must be made at least two weeks in advance by turning in a completed vehicle reservation form to Plant Operations.
- All passengers must sign a Waiver Form, which is to be given to Campus Safety prior to departing.
- Fifteen passenger vans will not be rented. Trailers will not be towed from any vehicles.

Picking Up Vehicles
- During Business Hours, drivers may pick up the pouch, keys and Waiver form in Plant Operations.
- During Non-Business Hours, call the Information Desk (382-6002) to request to meet Campus Safety.
- When the College is closed, call Campus Safety (382-6911) to meet them.
- The driver must have all passengers sign the Waiver Form prior to leaving and return it to the Sister Joel Read Center Information Desk or Campus Safety before departing.

Returning Vehicles
- When returning, the driver should fill up the vehicle with gas (to the original level), empty all trash from the vehicle and return the vehicle to the designated reserved Plant Operations spaces in the Parking Structure (1st Floor North), or notify Campus Safety of the location if spaces are full.
- Notify Campus Safety to meet you at the vehicle to complete a check-in of the vehicle. During business hours call 382-6158 or when the college is closed call 382-6911. This will be a walk around to confirm no additional damage, tank is at the appropriate level, and to return the pouch and keys. You will sign off on the form that this was completed.

Alverno College Rented Vehicle
Alverno College approved drivers (faculty, staff, students, and consultants) may drive Alverno rented vehicles for College business and events. Student drivers must be associated with a student organization or department on campus in order to reserve a vehicle for events. Vehicles cannot be reserved for personal trips.

Personal Vehicles
Alverno College approved drivers (faculty, staff, students, and consultants) who are driving their personal vehicles for College business or events must provide the Human Resources Office with a copy of their proof of insurance. The proof of insurance must have the following information listed: Name of Insured Person, Policy Number, Effective Dates of Insurance, and
Vehicle Information (Make, Model, & Year). If the student’s name is not listed on the proof insurance, they must show proof that they are covered by the policy.

Number of Drivers on a Trip
For an authorized student event

- Two authorized drivers and a faculty/staff member must accompany the group beyond a radius of 250 miles.
- One authorized driver is needed within a radius of 250 miles. (A faculty or staff member does not need to accompany the group).

For faculty/staff events

- One authorized driver is required.

Driver Responsibilities - approved drivers are responsible to:

- Adhere to all traffic regulations (for the appropriate state) to include ensuring all passengers are wearing seatbelts.
- Adjust all mirrors and seats before driving. Familiarize yourself with the vehicle controls prior to driving (lights, wipers, etc.).
- Keep the vehicle clean. Ask passengers to remove litter at the end of the trip.
- Maintain a vehicle environment conducive to safe driving (temperature, noise level, radio volume, cleanliness, etc.).
- Turn off the ignition, lock, and take the keys with you when the vehicle is unattended.
- Keep windshield, side windows, and rear windows of the vehicle in good condition so visibility is not restricted.
- Do not load vehicles beyond the design capacities for passengers and cargo, properly secure any and all loads so that items will not shift or move around.
- Report broken equipment, equipment failures or damage to Campus Safety/Plant Operations immediately upon return.
- Place all credit card receipts in the pouch and label all receipts with your department name.
- Do not transport any alcoholic beverages or drugs in an Alverno owned or rental vehicle at any time.
- Do not drive while under the influence of controlled substances such as alcohol, drugs, or medications that could adversely affect driving performance.
- Ensure that no tobacco products are used while in an Alverno owned or rental vehicle.
- No cell phone utilization while driving including texting, talking, web surfing or hands-free talking. Safely pull over to the side of the road to make or take a cell phone call or read a text message or email.
- Do not use ear buds while driving.
- Tickets: All parking, moving violations or other traffic tickets or fines are the responsibility of the driver.

Emergency Information - Insurance - Alverno College has coverage to insure underinsured or uninsured drivers involved in an accident. Coverage includes liability, collision, comprehensive, medical, uninsured, and underinsured motorists. When utilizing personal
vehicles for College business, the employee’s insurance is primary and Alverno’s insurance is secondary.

Emergency Road Care/Gas - A gas charge card is kept with the keys of the vehicle at all times. This gas credit card is to be used only for refueling the vehicle. If you have an accident, need repairs or need roadside service, call Campus Safety at (414) 382-6158 or (414) 382-6911.

Reporting an Accident
Refer to the information and paperwork in the pouch.

- Call the Police and DO NOT move the vehicle. Call 911 if there are injuries.
- Complete the proper insurance forms and bring all completed paperwork to the college.
- Immediately Call Campus Safety at (414) 382-6911 when safe to do so. Campus Safety will facilitate appropriate personnel.
- Alverno’s Drug and Alcohol Policy will be followed. Any reports of accidents may result in the driver being tested at an Aurora facility. Campus Safety or Human Resources can advise on locations.
- All damage to a vehicle, no matter how small the damage, must be reported to Plant Operations immediately upon return of the vehicle if not reported earlier.
- Authorized drivers involved in an accident or property damage to a vehicle may lose their privilege to drive Alverno owned or rented vehicles.

Alverno College has the authority to revoke approved driver privileges at any time.  
Approved by the Safety and Risk Committee, 2013
Revised Spring 2016

EMERGENCY MEDICAL EVALUATION OR TREATMENT AND RETURN TO CAMPUS
Any student who has needed emergency medical evaluation or treatment, or has been transported from the campus by emergency medical personnel, must meet with the Vice President for Student Affairs or designee prior to returning to class. The discussion will include:

- Your treatment staff responsible for your ongoing care
- Your plan for your safety, including resources for you for 24 hour care in case you need that in the future
- Statement from your treatment provider confirming you are well enough to continue in your classes and live in the residence hall (if applicable)

EMERGENCY COMMUNICATION FROM FAMILY
If there is an emergency and someone at home needs to reach you on campus, they may call the Information Desk at 414-382-6002. Campus Safety will use your class schedule to locate you. If you anticipate an urgent call for any reason, notify the Information Desk to facilitate reaching you.
HEALTH INSURANCE
Alverno College strongly recommends that each student obtain and verify health insurance coverage while attending classes. The college does have a health insurance plan available for purchase. Brochures are available in Counseling and Health Services, AF 208, or you may contact the Coordinator of Health Services at 414-382-6319. All payments are made directly to the insurance company. Students are encouraged to read the coverage carefully and address any questions to the insurance agents.

HEALTH REQUIREMENTS
Commuter Students - Immunizations and an annual flu shot are recommended for all students, but are optional for commuter students.

Tuberculin (TB) Skin Testing - Some academic programs require annual testing for tuberculosis. This may be done at your primary care physician’s office, an outside clinic, or at Student Health Services. Heath Services offers TB testing at a cost of $15, which is charged to your student account. All international students, regardless of country of origin, are required to have proof of tuberculosis testing prior to arrival at Alverno.

International and Exchange Students - International and Exchange students are automatically enrolled in the Alverno College student health insurance prior to arriving on campus and are required to:

- Purchase the Alverno College student health insurance. The student health insurance meets the J-1 visa requirements as outlined in U.S. regulations governing that visa category (contained in 22 CFR 62.12). The cost of the insurance premium is part of the academic billing and will be payable upon arrival on campus.
- Submit the completed Health History and Immunization Forms. Completed forms need to be submitted to the International and Intercultural Center prior to arriving at Alverno College.
- Show proof of Tetanus-Diptheria, Measles-Mumps-Rubella and Polio vaccinations, as well as proof of a Tuberculosis test done within the year, before moving into the residence hall.

Resident Students - By federal law, each year all resident students must acknowledge that they have been informed about the risks and benefits of receiving the Meningitis and Hepatitis B vaccinations. These vaccinations are recommended, but not mandatory. If students want to have these vaccinations they may do so, at their cost, through their primary care physician or their local public health agency. Some vaccinations are available through Alverno College Health Services—students may call Health Services at 382-6319 to inquire about the cost and availability. Residents are responsible for reading the Vaccine Information Sheets provided. Students must complete an Immunization Form and return it to Health Services. Students who do not turn in a complete Immunization Form may be asked to leave the residence hall in the event of a vaccine-preventable disease occurrence in the residence hall.
IDENTIFICATION CARD POLICY
Student Affairs issues all new students and employees of Alverno College an initial identification card at no charge. For purpose of identification, students and employees are encouraged to carry their Alverno College student identification card at all times. The Alverno identification card is intended to be used the entire time you are associated with Alverno. It is not necessary to obtain a new card each semester. In order to prevent unauthorized use, it is your responsibility to report a lost or stolen ID card to Student Affairs and obtain a new card. People with monetary balances on lost or stolen cards must also contact Dining Services immediately. Alverno College is not responsible for any loss or expense resulting from the loss, theft or misuse of this card. Once reported lost or stolen, the lost card will be deactivated.

Failure to produce a valid ID card when requested by a college official, fraudulent use of the card, and/or transfer of an ID card to another person, may result in confiscation, loss of privileges and/or disciplinary action. The ID card can be used for the following:
- Services in the Library, Media Hub, and A-Store.
- Purchase items in Dining Services. Money can be deposited on the card in accordance with the Resident or Commuter Plan.
- Appropriate educational discounts and admission to facilities at other local venues.

Replacement Card Fees
<table>
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<tr>
<th>Type</th>
<th>Fee</th>
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<tbody>
<tr>
<td>New Photo or Lost</td>
<td>$25 General Student ID, $15 Nursing Card</td>
</tr>
<tr>
<td>Name Change</td>
<td>Free with return of old card. $15 if old card is not returned.</td>
</tr>
<tr>
<td>Damaged Cards</td>
<td>$25 General Student ID, $15 Nursing Card</td>
</tr>
<tr>
<td>Stolen Card</td>
<td>Free with copy of police report.</td>
</tr>
</tbody>
</table>

Name changes must be entered and processed through Interactive Online (IOL) before a new ID card will be issued for students. Employee preferred first name and/or last name changes must be completed in Human Resources before an ID card will be issued.
**LOCKER USAGE**
Lockers are available for the spring and fall semesters in the Christopher Hall building on a first-come basis. The Alphonsa and Christopher Hall basement lockers are used and reserved through the Art Department. Students and employees must provide their own lock, and all lockers must be emptied by May 25th each year. There are also lockers available in the Sister Joel Read Center and Founders Hall for day use only.

**PARKING**
Parking at Alverno College is available on a first-come basis. Parking is restricted for Lot D, Lot G, and areas reserved for special events. All State of Wisconsin and City of Milwaukee laws pertaining to motor vehicles apply on campus. Alverno College accepts no responsibility for loss or damage to any vehicle or its contents, however caused, while parked in the parking structure or any college parking lot. For overnight parking, call the Campus Safety Department for approval and instructions. The following are some of the parking violations:

- Parking in handicapped spaces, crosswalks, fire lanes, loading zones, non-designated spaces, roadways, parking in a manner that obstructs traffic, or backed into a parking structure space.
- Vehicles using more than one space, driving through a barricaded area or driving on the wrong side of the roadway.

Campus Parking and Driving Regulations are enforced by the Campus Safety Department. Enforcement includes patrolling the campus and ticketing vehicles in violation of regulations. Fines (other than the City of Milwaukee tickets) are payable in the Business Office upon receipt.

- First Offense - $10
- Second Offense - $25 (in same semester)
- Third Offense and beyond - $75 (in same semester)
- Parking in a disabled space without a permit - $75
- Continued violations of parking regulations may result in your car being towed including all fines and expenses for towing. If unpaid at the end of 10 days, employees are billed, with a $2 service charge added; unpaid fines for students are placed on the student bill. Individuals wishing to appeal a parking ticket must fill out an Appeal Form, located in the Campus Safety Office, within 10 days of the issuance of the ticket. No other forms of appeal are accepted.

**RESIDENT STUDENT PARKING**
Resident students are required to have a parking permit in order to park overnight on campus. There is no fee to obtain a permit. All resident students and guests must park in designated areas between 2 am and 5:30 am. Austin residents’ designated lot is the Parking Structure and Clare residents’ designated lot is either Lot I or Lot G. Permit requests and forms are located in the Campus Safety Office. Residents must provide a copy of their vehicle registration. See the Residence Life Handbook for the full policy and procedures.

**PHOTOS OF STUDENTS**
During your time on campus at Alverno College your photo might be taken. If you knowingly allow your picture to be taken by staff, media or approved contracted photographer(s) it will be considered permission for Alverno College to use that photo in any campus publication or web-based communication tools. All participants in photos are considered volunteers and will not
receive remuneration. Any photography intended for use in advertising or promotions will be done with the expressed written consent of students featured in the photography. Students who do not want their photo to be taken or to appear in any publication must tell the photographer at the time the photo is being taken. The photographer and Alverno will honor any such requests. If a student is concerned about a photo being used, the student should contact Marketing Communications. The student identification card photo and identification card number is considered confidential and part of a student’s educational record. Use of the identification card photo and/or identification number will not be used for public display without the student’s permission.

Student Affairs Advisory Committee, May 2009
Revised March 2011

POLITICAL ACTIVITY POLICY AND GUIDELINES
Alverno College values the opportunity for free expression of political views by members of the Alverno community and is committed to the value of discourse and debate as an essential component of a liberal education. Alverno College promotes effective citizenship and encourages participation in the political process. Students, staff or faculty may freely engage in and comment on political issues as individual citizens but must clarify that the expressed opinions are their own and do not represent the official position of the college. Individual students who wish to engage in the political process are encouraged to connect with the Department of Student Activities and Leadership to see what opportunities are available.

Guidelines for hosting a political candidate or representative on campus
- The event must be open to the entire campus community.
- Members of the student group/department must be present during an approved event or distribution of materials. Student groups should talk to the staff of Student Activities and Leadership for approval. Staff and faculty should direct inquiries to Human Resources for approval and for the appropriate process for distributing information.
- The college must maintain a non-partisan, educational status and not support or oppose any candidate. This must be stated clearly on advertisements for the event and when the candidate is introduced. The college must comply with the provisions governing its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code. Federal statute stipulates that non-profit, tax exempt institutions of higher education are prohibited from participating in, or intervening in, any political campaign on behalf of any candidate for public office.
- Unless a candidate for public office is of significant stature as to warrant an invitation from the Office of the President, hosting of political candidates for educational purposes should generally be left to faculty within academic departments or the appropriate Alverno College recognized student group.
- If a faculty member, academic department or the college itself chooses to invite an individual candidate to speak on campus about his or her political activities or campaigning, every attempt should be made to provide opposing candidates the same opportunity.
- If any member of the college community is contacted by a political official to organize an appearance on campus, the Marketing Department should be immediately notified and updated with information. The Marketing Department coordinates all public affairs on campus.
Advertising, Posting and Canvassing Guidelines

- Posting of political materials must adhere to the Posting Guidelines.
- Canvassing (mass distribution of fliers on cars or in common areas) is not allowed.
- Information must include a contact name or name of sponsoring group.
- Use of the college’s name, letterhead, or logo on any written materials used for political purposes, such as solicitation of funds or other contributions in support of a political party or political activities, is prohibited.
- Opinions promoted are the opinions of Alverno students and members of an organization. Alverno College does not support any one specific candidate.

Student Affairs Advisory Committee, May 2008

RECYCLING GUIDELINES
The College has a campus-wide recycling program. Recycling Centers are in central accessible locations with containers clearly marked for separating materials. All persons are expected to separate their recyclables from garbage and other contaminants and place them in appropriately labeled containers.

RELIGIOUS ACTIVITY POLICY
Alverno is a Catholic College committed to supporting students, faculty, and staff on their spiritual journey. Alverno welcomes a variety of religious traditions and respects individual religious commitments. Alverno does not attempt to proselytize nor sanction attempts to convert people to a religious affiliation other than their own. Alverno’s programs seek to encourage the sharing and discussion of religious values and beliefs between members of the college community. With the approval of the Campus Minister, representatives of various religious traditions may provide appropriate religious services for their own members and others who wish to participate. Students who are members of specific religious affiliations are encouraged to form recognized student groups for the purpose of supporting their own religious beliefs and practices. The Campus Minister facilitates the approval process bringing the requests to the Director of Student Activities & Leadership. For more information, contact the Campus Ministry Office.

Student Affairs Advisory Committee, 2000 (Revised February 2009)

RESIDENCE HALL STUDENTS MUST BE FULL-TIME
A resident student must be regularly attending classes full-time and making satisfactory academic progress toward her degree in order to live on campus. This means the student must be registered for and regularly attending 12 or more credits as an undergraduate student (6 or more credits as a graduate student) at all times during the semester. If a resident student is not meeting these requirements, she must notify a residence life staff member immediately and apply for an exception if she wishes to remain living on campus. To apply for an exception, write a letter to the Director of Residence Life. The student should include in the letter information about why you are not attending classes full time, classes the student is currently attending, how they are spending their extra time. They should also address why living on campus is important to them, ways that they are involved in helping the residence hall to be a positive place to live, and how living on campus will support their academic goals.

Student Affairs Advisory Committee, 2002
Revised March 2011
TOBACCO FREE CAMPUS
Alverno College has been tobacco free since June 1, 2007. Our goals are to create a healthy environment, encourage individuals to develop life-long healthy habits, and to respond to federal and state clean air laws. To meet these goals, the use of tobacco products and electronic cigarettes are prohibited on Alverno’s campus.

The tobacco free area consists of all campus buildings and exterior grounds from 43rd Street to 39th Street and from Morgan Avenue to Euclid Avenue. This is an effort to be effective citizens who are respectful of our neighbors. Violation of the Tobacco Free Policy may result in disciplinary action.

Resources
• Students can meet with the nurse and/or the counselor to create an individualized plan for smoking cessation. This would include smoking cessation planning, strategies, and ongoing monitoring of her progress. Appointments are free and confidential.
• Wisconsin Tobacco Quit Line Telephone #: (800) QUITNOW or (800) 784-8669
• www.ffsonline.org
• www.ctri.wisc.edu
• www.lungusa.org/stop-smoking

WEATHER RELATED EMERGENCIES
If weather conditions are poor and classes are held, we ask you to exercise discretion regarding your safety in traveling to campus. Students not in class can make arrangements regarding homework with their instructors. If classes are cancelled, please link to Moodle for a message from your faculty about assignments or make-up arrangements and watch for information from your faculty via email or posted on Moodle about assignments or makeup arrangements. Closings are announced in the following ways:

1. The following stations carry announcements if the College cancels classes or closes due to adverse weather conditions:
   • TV Stations - Channel 4 (WTMJ), Channel 6 (WITI), Channel 12 (WISN), Channel 58 (WDJT), Channel 41.1 (WBME)
   • Radio Stations - WOKY (920 AM), WSSP (1250 AM), WTMJ (620AM), WISN (1130 AM), WXSS (103.7FM), WMYX (99.1FM), WLWK (94.5FM), WKKV (100.7 FM), WRIT (95.7 FM) WRNW (97.3 FM), WMIL (106.1 FM), WLWK (94.5FM)
2. Look at Alverno’s home page (alverno.edu).
3. Students are automatically signed up for Rave Alert, our emergency communication system. You will receive a voice message and/or SMS text message about closings.
TECHNOLOGY USE POLICIES

OVERVIEW
Alverno College is committed to providing technology resources to support students, staff, faculty and other qualified members of the Alverno community in the educational, administrative, and related social, personal and community activities and functions of the College. This set of policies is designed to provide all users with information to facilitate effective use of technology at Alverno. Authorized users are permitted to access appropriate areas of these resources. Access must follow federal Family Educational Rights and Privacy Act Policy (FERPA) Guidelines. Please refer to the policy in the Student Handbook or Alverno & You.

Note: when discrepancies between printed and electronic editions of an official document arise, the document with the most current date takes precedence unless specifically noted. It is your responsibility to stay current with these policies. The most recent version of this policy can be found online (http://www.alverno.edu/techserv/departmentinfo/missionpolicies/).

We ask that you use the technology resources provided by Alverno, whether on or off campus, in a manner consistent with the purpose and the principles of the College. Each user is responsible for following the policies in this document. Since technology environments change rapidly, this document is subject to change. These policies do not replace, but supplement, policies detailed in the Alverno College Catalog, Student Handbook, Alverno & You, and The Alverno Educator’s Handbook.

RESPONSIBILITY OF USERS
This policy applies to students, staff, faculty, and other guests of the Alverno community. By using the technology resources of Alverno College, you agree to and accept the responsibilities described in this and other Alverno documents. In general, you agree to follow appropriate Ethical Conduct, to maintain a Respect for Others, and to assist in maintaining the Security of the information available. The use of technology resources at Alverno College is a privilege, not a right. Inappropriate use of resources may result in cancellation of those privileges or other disciplinary action. Inappropriate use may encompass behaviors not described in these guidelines.
Summary of Technology Use Policies

<table>
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<tr>
<th>Ethical conduct</th>
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<tr>
<td>• Comply with the Technology Use Policies.</td>
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<tr>
<td>• Identify yourself and your affiliation accurately.</td>
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<tr>
<td>• Be responsible for your actions.</td>
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<tr>
<td>• Use Alverno’s technology resources for lawful and College-approved purposes.</td>
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<tr>
<td>• Do not use offensive communications or materials.</td>
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<tr>
<th>Respect for Others</th>
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<tbody>
<tr>
<td>• Protect personal information.</td>
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<tr>
<td>• Respect fair use guidelines for copyrighted material and intellectual property.</td>
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<tr>
<td>• Be aware of what electronic network communication is not allowed:</td>
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<tr>
<td>o Chain letters</td>
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<tr>
<td>o Unsolicited advertisements</td>
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<tr>
<td>o Spamming/Mail bombing</td>
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<tr>
<td>o Phishing Scams</td>
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<tr>
<td>o Peer to Peer</td>
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<tr>
<td>• Do not share confidential information.</td>
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<tr>
<td>• Use the Alverno College name only for official business or with permission.</td>
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<th>Security Practices</th>
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<tr>
<td>• Do not distribute your password or the password of another person.</td>
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<tr>
<td>• Change your password every 180 days.</td>
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<tr>
<td>• Report violations.</td>
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<tr>
<td>• Do not send confidential information electronically in an unsecured fashion.</td>
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<tr>
<td>• Do not send unauthorized confidential information.</td>
</tr>
<tr>
<td>• These policies apply whenever you are using Alverno resources.</td>
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<tr>
<td>• An antivirus application must be installed on a personally-owned computer when connecting to the campus network.</td>
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</table>
**Personal Responsibility** - Be responsible for your actions, as an Alverno College community member and as a member of the global community. Personal conduct carries a burden of responsibility and you must be aware of, and accept responsibility for, the consequences of your actions. This includes accepting responsibility for protecting your own work. Maintain backup copies of important work and change your password often, at least every 180 days. Alverno will email reminders and require a password change after 180 days.

**Lawful and Permitted Purposes** – Use Alverno’s technology resources for lawful and College approved purposes. **Approved** primary purposes include teaching and learning, and official College business. **Permissible** secondary purposes include College-related social, personal, and community functions and activities. Use of the technology resources for secondary purposes is always subordinate to use for primary purposes and must not involve significant use of technology resources, direct costs, or substantially interfere with the performance of teaching and learning, official College business, and administrative matters. The use of resources for purposes not specifically permitted by the College, or assisting others in infractions of College policies, is a violation of this policy.

**No Offensive Communications or Materials** - Maintain a high standard of conduct in your communication. You are a member of the Alverno community and your actions reflect on all students, faculty and staff. Accessing, or assisting others in, downloading, uploading, transferring, posting, displaying, or printing of sexually explicit or pornographic images of any kind, or materials considered obscene, vulgar, harmful, hateful, harassing, threatening, defamatory, demeaning, or otherwise objectionable is a violation of College policy. Sending material that is abusive, offensive or unwanted may disrupt the work of others and is a violation of the policy.

**Social Media** - Social media is designed to disseminate information through social interaction. Alverno College believes in interaction with others to achieve goals, resolve conflicts and build relationships. Social media sites, such as LinkedIn, Facebook, Twitter, YouTube, Snapchat, Instagram and many others allow faculty, staff and students to develop social interaction skills and to stay connected in their personal and professional lives. This policy has been created to ensure operation is in accordance with College policy and represents the College’s best interest.

Faculty, staff and students are expected to act responsibly and to follow the same behavioral standards online as they do in real life situations, as described in detail above. Information and photos posted online are public information and inadvertent use of identifying information could be in violation of FERPA or HIPAA regulations. Students, faculty and staff are encouraged to be prudent when posting information on social media sites. Alverno College does not routinely monitor online communities, however, pictures and information brought to the attention of the College describing or documenting behavior considered to be in violation of College policies, such as those listed on page one of this document or in other official college handbooks, on campus or off campus at a College sponsored event, will be subject to further investigation. Any College policies found to be in violation are documented as a result of the investigation and will result in appropriate disciplinary action.
RESPECT FOR OTHERS

Personal Information of Other Individuals - Protect personal information of other individuals when disseminating electronic information. If you observe an individual’s personal information being disclosed in an objectionable manner, you are required to report it to the appropriate personnel/supervisor.

Copyright and Intellectual Property -

• Respect fair use of copyrighted material and intellectual property. Copying of materials, including passwords and files which belong to others, constitutes a breach of the policy. Note that unauthorized duplication or transmission of copyrighted or other proprietary content could subject you to criminal prosecution as well as personal liability in a civil suit. Alverno College does not require, request, or condone unauthorized copying or use of computer software, scanned or digital images, audio or video files, music, movies, television shows or other digital video media by College employees or students. The College will not provide legal defense for individuals who may be accused of making/downloading such unauthorized copies of files even if these individuals maintain that such action was taken in the course of their employment by or enrollment at Alverno College. If the College is sued or fined because of unauthorized copying or use, it may seek payment from the individuals as well as subject them to disciplinary action.

• Use software owned or licensed by the College in accordance with the applicable license. Viewing, modifying, or damaging information without authorization (including intentional introduction of viruses or unauthorized access) is unethical, may be unlawful, and is in violation. Users should assume that copying of software for use on an additional machine is prohibited unless specifically granted permission by college personnel authorized to make that decision.

• You may, in accordance with College policies, electronically distribute or duplicate information, software, video, graphics, photographs, music, and other material that does not fall under copyright, trademark, or other intellectual property protection.

• Use of copyrighted material for which permission has been granted by the owner must include a phrase similar to “Copyright owned by [owner’s name, date]; used by permission.”

Needs Of Others For Resource Access - To minimize demands on Alverno’s technology resources and maximize the availability of those resources, you are expected to refrain from activities that generate excessive network traffic. These include but are not limited to:

• Peer-to-Peer sharing of data using applications such as, FrostWire, Vuze, uTorrent, TPB, Bit Torrent, Freenet, etc.

• Mining cryptocurrencies using Alverno resources is prohibited.

• Use of web cams are acceptable when used for teaching and learning purposes. Usage should be limited to activities that fall within the guidelines of the Ethical Conduct and Respect for Others sections of this document. When using personal web cams, users are expected to observe privacy of others as well as understand that their actions represent the College. Personal web cams should not be used for extended period of time due to large bandwidth consumption.

• Chain letters and pyramid schemes;

• Inappropriate or unsolicited advertisements (advertisements, promotional material, or other types of solicitation must have prior approval by Student Affairs or other appropriate College authority);
• Posting irrelevant or inappropriate electronic messages to multiple recipients (“spamming”);
• Multiple unsolicited electronic messages to a single recipient (“mail bombing”). Mail lists (electronic mail) may be maintained that allow Alverno users to subscribe/unsubscribe to electronic mailings. These lists would fall under the category of solicited advertisements. Electronic mailings to all individuals on such lists require prior approval or a standing authorization for such mailings from Student Affairs or a Vice President. The names and e-mail addresses of individuals on mailing lists may not be distributed outside the Alverno Community;
• Devices that do not support WPA2-Enterprise (802.1X) authentication are not allowed to connect to our secure wireless networks. An open, unsecure Guest network is available with Internet only access, but a guest username and password is required to connect. We also provide a less secure, Internet access only, wireless network for our residents (device registration required) to connect “home” devices that do not support WPA2-Enterprise;
• Personal routers or access points are not permitted on Alverno’s network.

In addition, you are expected to install and run a legal, fully functional antivirus program and to perform regular virus definition updates as well as periodic system virus scans. To prevent a widespread network disturbance, any machine found to be infected with a virus, worm, etc. will be disconnected from the campus network immediately upon discovery, and will remain disconnected until deemed “clean” by the Technology Services department. This information also applies to any remote connections made to the campus network.

*Alverno College installs antivirus software on all college-owned computers. If you connect to Alverno’s network using your personal computer (either on campus or through remote access), you must have an antivirus application installed.

Confidential Alverno Information - Respect the confidentiality of institutional information. Some Alverno College materials are not intended for audiences outside the institution, could be taken out of context, may be Alverno copyrighted, or are legally confidential. If you access confidential information unintentionally, please contact the owner of the information, network security coordinator, and/or other appropriate personnel as soon as possible. In addition, you are responsible for College-owned information stored on your personally owned device such as a USB drive, tablet, laptop, smartphone, home computer, etc. You should take appropriate security measures, to protect the data and ensure that FERPA and HIPAA laws are followed. Alverno data should be stored in accordance with Alverno’s Data Protection Policy and Guidelines.

Use of Alverno College Name - The Alverno College name may only be used in an official context for College business. To avoid misrepresentation of Alverno College, do not use the Alverno College name or any symbol, graphic, text, or logo associated with Alverno College in a manner implying endorsement of any political, social, or commercial activity or in a context that implies official endorsement by the College without prior written approval of Student Affairs, Marketing and Communications, or other appropriate College authority. Individuals who, through their employment or other established association with the College, represent Alverno in an official capacity are not required to obtain written permission but should ensure that the College is represented in an appropriate manner.
SECURITY

Passwords – Change your password often (required every 180 days). A password is your “key” to Alverno’s technology resources. When choosing a password, use the following guidelines:

- Use at least eight characters (a combination of letters and numbers); cannot reuse the last five passwords
- Pick a password that is easy for you to remember, but that others would not likely be able to guess;
- Do not write down your password because someone might see it and use it;
- Choose a unique password (not the same password as the one you use for automatic teller machines or online banking);
- NEVER share your password with other individuals. Remember they could use your password, delete your files, impersonate you, or change your password to lock you out.

Access Restrictions - Do not distribute your password or the password of another user. Do not use other’s passwords. These are serious violations of this policy. Attempting to disable or determine an access password (or assisting others in doing so) is prohibited. Such activities threaten the work and privacy of many individuals. Respect the restrictions imposed by the technology resources of other individuals and organizations. Do not attempt to circumvent access restrictions. Violation is grounds for immediate suspension of access privileges or other disciplinary action.

To maintain network security, accounts are deleted on a regular basis. Account deletion includes but is not limited to removing access to Alverno’s network, deleting files in individual home directories, cloud storage (H drive, OneDrive, Google Drive, OneNote, Moodle, etc.) and deleting email.

- Student accounts are active for six (6) months after graduation. After that time the account is deleted.
- Accounts for students whose status changes to Official Withdrawal or Dismissed are deleted shortly after the status change is made.
- Accounts for Students on Leave remain active. If a student’s status changes from Student on Leave to Official Withdrawal, the account is deleted.
- Employee accounts, including student employee accounts, will be disabled/deleted upon separation of employment.

Use of Others’ Technology Resources - When using the technology resources of others through Alverno’s facilities, these policies apply. Information providers or networks outside Alverno College may also impose their own conditions for use and you are responsible for following any additional restrictions.

Monitoring and User Privacy - Treat all electronic communications as potentially accessible by others. Please consider this before sending confidential information electronically. Alverno College considers electronic mail and other electronic information to be private although it is Alverno property and can be accessed by Alverno personnel. Although this information must be accessed by system personnel for the purpose of backups, network management, troubleshooting and maintenance, the content of user files and network transmissions will not
be viewed, monitored, or altered without the consent of the user unless the College has reason
to believe that an account or system has been breached and is being used by someone other
than the authorized user, the College has received a complaint that an account or system is
being used to gain unauthorized access or to attempt to gain unauthorized access to another
network site, or the College has reason to believe that an account or system is being used in
violation of the Technology Use Policy, federal or state law or impacts system integrity. In these
circumstances, the Campus Network Security Team, Director of Human Resources, Dean of
Students or other person of authority may authorize system support personnel to monitor the
activities of a specified account or computer system and to search electronic information stored
in that account. The authority for this search must be requested on an account-by-account basis
and monitoring will be restricted to the specified account. If this search provides evidence of a
violation, the account will be disabled and action will be taken with the proper authorities.

**DISCIPLINARY ACTIONS**
Alverno College reserves the right to revoke the technology access of any user at any time
regardless of enrollment or employment status. Procedures for disciplinary actions involving
students are outlined in the *Student Handbook*; Disciplinary procedures for staff and faculty are
described in *Alverno & You*. Alverno College reserves the right to take the following actions in
response to technology violations:

- Send a verbal, written, or electronic mail warning;
- Allow only restricted access privileges;
- Suspend computer or other technology access for a temporary time;
- Revoke all computer or other technology privileges;
- Assign an “Unsatisfactory” (if violation relates to student course work);
- Allow other discipline up to and including dismissal from the College or termination of
  employment.

Minor infractions of the Technology Use Policies, when accidental, such as consuming excessive
resources or overloading computer systems, are generally resolved informally. This is done
through electronic mail or in-person discussion and education. Repeated minor infractions or
more serious misconduct may result in additional disciplinary actions.

More serious violations include, but are not limited to:

- Unauthorized use of computer resources
- Copyright violations
- Attempts to steal passwords or data
- Transfer or display of offensive material
- Harassment, or threatening behavior
- FERPA or HIPAA privacy rule violation

In addition, offenders may be referred to their supervisor or other appropriate College offices
for further action. If the individual is a student, the matter may be referred to the College
Community Relations Board for disciplinary action. Any offense which violates local, state, or
federal laws may result in the immediate loss of all technology privileges and will be referred to
the College Community Relations Board (students), your supervisor (faculty/staff) or other
appropriate College offices and/or law enforcement authorities.
In cases where the integrity or functionality of the network or a multi-user system is in jeopardy, College personnel involved in network security are authorized to take immediate steps to prevent further damage - up to and including disabling user accounts and disconnecting a user’s computer from the campus network.

TECHNOLOGY USE RESOURCES

<table>
<thead>
<tr>
<th>When You Want to</th>
<th>Students</th>
<th>Faculty/Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open an account:</td>
<td>Technology Services automatically creates student accounts.</td>
<td>Obtain form from website: <a href="https://intranet.alverno.edu/Campus-">https://intranet.alverno.edu/Campus-</a></td>
</tr>
<tr>
<td></td>
<td>Supervisors of student employees can request accounts at:</td>
<td>Services/technology_services/forms/network_account_request_form.php</td>
</tr>
<tr>
<td></td>
<td><a href="https://intranet.alverno.edu/Campus-Services/technology_services/forms/stude">https://intranet.alverno.edu/Campus-Services/technology_services/forms/stude</a></td>
<td></td>
</tr>
<tr>
<td></td>
<td>nt_employee_account_request_form.php</td>
<td></td>
</tr>
<tr>
<td>Obtain technical assistance:</td>
<td>Technology Services</td>
<td>Follow Service Desk Procedures</td>
</tr>
<tr>
<td></td>
<td>Computer Center</td>
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<tr>
<td></td>
<td>414-382-6336</td>
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</tr>
<tr>
<td>Report a policy infraction</td>
<td>Assistant Dean of Students</td>
<td>Supervisor, Coordinator, or Dean (varies by department)</td>
</tr>
<tr>
<td>(non-security related):</td>
<td>414-382-6116</td>
<td></td>
</tr>
<tr>
<td>Report a security violation:</td>
<td>Campus Network Security Team Coordinator, <a href="mailto:network-security@alverno.edu">network-security@alverno.edu</a></td>
<td></td>
</tr>
<tr>
<td>Locate additional information</td>
<td>Student Handbook (contact Student Affairs)</td>
<td></td>
</tr>
<tr>
<td>regarding Alverno policies:</td>
<td>Alverno &amp; You (Human Resources)</td>
<td></td>
</tr>
<tr>
<td>Find Alverno’s Home Page on the</td>
<td>alverno.edu</td>
<td></td>
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<tr>
<td>Internet:</td>
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</tbody>
</table>
DATA PROTECTION POLICY
Alverno College strives to provide a safe computing environment and is committed to securing its data and information technology (IT) resources per state and federal laws, statutes, regulations and standards including FERPA, PCI-DSS, HIPAA, etc. In order to support risk management and compliance efforts, the Chief Information Officer (CIO) is authorized to administer the college-wide information security program.

The CIO develops and publicizes the information security policy and procedures, and coordinates all information security incident response. Users and managers of college data and IT assets must follow Alverno security procedures.

Alverno College prohibits interference with or avoidance of security measures. Such actions may be grounds for investigation and disciplinary action.

Procedures
The Alverno data protection procedures have two goals. We want to empower faculty, students and staff to take advantage of new storage and collaboration technologies. At the same time, we want to ensure that we meet our obligations to ensure privacy and confidentiality of data protected by FERPA, PCI, HIPAA, etc.

The sensitivity of the information determines where information and files can be stored. We have identified four levels of sensitivity:

- Public
- Internal
- Confidential
- Restricted

Public data can be disclosed to anyone regardless of their affiliation with Alverno. Examples of Public data include information on the Alverno.edu website, course catalogs, directory information not subject to FERPA restrictions, and other general information.

Internal data is potentially sensitive and is not intended to be shared with the public. Examples of Internal data could include correspondence, meeting minutes or procedural documentation that should remain internal and that should not be distributed beyond the intended audience.

Confidential data, if made available to unauthorized people, may adversely affect individuals or Alverno College. Confidential data includes data that the college is required to keep confidential by law or regulation. This includes:

- Information covered by the Family Educational Rights and Privacy Act (FERPA). Feedback given to an Álverno student is considered an educational record covered by FERPA.
- Sensitive institutional information such as intellectual property, project proposals, or patent applications
- Administrative correspondence containing personally identifiable information or otherwise marked confidential due to its content
- Vendor quotes, documentation and system code.
Restricted Use data includes data that Alverno has a legal, regulatory or contractual obligation to safeguard in the most stringent manner. In some cases, unauthorized disclosure or loss of this data would require the college to notify affected individuals and state or federal authorities. Restricted Use data includes

- Medical records covered by the Health Information Portability and Accountability Act (HIPAA)
- Personal information including an individual’s name plus any of the following. This is also known as PII (personally identifiable information).
  - Social Security Number
  - Driver’s license number, state identification card number, or other individual identification number issued by a unit
  - Passport number or other government-issued identification number
  - Individual Taxpayer Identification Number
  - Financial or other account number, a credit card number, or a debit card number
- Financial account numbers covered by the Payment Card Industry Data Security Standard (PCI-DSS)

Technology Steering Committee, September 8, 1997
Revised CIO February 27, 2018
Revised April 6, 2018

COMMUNITY STANDARDS

ALCOHOL AND DRUG USE POLICY
Alverno College provides an environment supportive of the holistic development of each member of the Alverno community. The college takes a firm position against the use, possession or distribution of illegal drugs as well as the abuse or distribution of alcohol and other legal drugs because of their potential to adversely affect an individual. All members of the Alverno community are expected to demonstrate consistent, effective work and learning habits and to follow this policy.

Student Affairs Advisory Committee, 2009

Responsibilities
The College supports a wellness philosophy and promotes individual responsibilities, rights and privileges. Individuals must recognize that when exercising their rights, they assume certain responsibilities, including

- Respecting themselves and the rights of others
- Respecting the privilege of choice of those of legal age and the rights of individuals to abstain from alcohol use
- Making informed decisions and conducting themselves in a mature and responsible fashion
- Confronting those whose behavior may be damaging to the community or to themselves
- Guiding individuals who may have a problem to speak to a counselor or to seek health care intervention
- Understanding and following state laws and college policies regarding alcohol use
Implementation
Alverno College is committed to maintaining a drug free work and learning environment. The College recognizes that the use and abuse of alcohol and illegal use of drugs can hinder the ability of an individual to function properly, interfere with the rights of others and can be a detriment to the educational process. Alverno will not permit the violation of one’s rights or the creation of an environment not appropriate to an educational institution or to a residential community because of the abuse of alcohol and/or drugs. Therefore, the College has developed the following means of preventing, identifying and responding to student and employee problems with alcohol and other drugs.

Awareness and Prevention
As part of its ongoing commitment to health and well-being, the College offers educational programs and resources through Counseling and Health Services. When possible, one of the first responses to an individual found abusing alcohol or drugs would be assistance in overcoming the problem.

Identification
Individuals whose behavior indicates that they may be abusing alcohol and/or drugs will meet with the Assistant Dean of Students or the Vice President for Student Affairs and appropriate action will be taken.

College Assistance and Resources
Alverno views alcohol and drug abuse and dependence as treatable. Although the College provides reasonable assistance in these matters, we look to individuals to make a significant commitment in addressing their issues. Interventions are confidential. The College provides Alcohol/Drug education programs and individual assistance through Counseling and Health Services.

Community Assistance and Resources
- Alcoholic Anonymous (24 hours) 414-771-9119
- Al-Anon Family Groups 414-257-2415
- Aurora Sinai Medical Center (24 hours) Sexual Assault Treatment Center 414-219-5555
- IMPACT Alcohol and Other Drug Abuse Services (24 hours) 414-256-4808
- Milwaukee County Mental Health Complex (24 hours) Crisis/Suicide Prevention Hotline 414-257-6995
- Milwaukee Women’s Center (24 hours) Crisis Line 414-671-6140
- Appointment/Information 414-449-4777
- www.madd.org 414-727-7505
- www.al-anon-alateen.org 414-257-2415
- www.alcoholics-anonymous.org
- www.niaaa.nih.gov

Policies
The legal drinking age in Wisconsin is 21 years of age. All members of the college are subject to all laws of the State of Wisconsin regarding possession, consumption, and sale of alcoholic beverages while at Alverno College or at college-sponsored off-campus events. Alverno College
neither encourages the use, nor condones the misuse of alcohol but respects the privilege of choice of those of legal age. Alverno College expects individuals to abide by all federal and state laws regarding alcohol and drug use. In addition to institutional expectations, the following specific policies address violations.

1. If you are under the age of 21 you may be found responsible for violating the alcohol policy if one of the following conditions exist:
   - A college official smells alcohol on your person
   - You are in the presence of someone consuming alcohol
   - You have alcohol paraphernalia in your residence hall room or car
   - Your residence hall room or car smells like alcohol
   - You appear visibly intoxicated

2. Illegal drug use is not tolerated by the college. Individuals may be found responsible for drug use if the following conditions exist:
   - A college official smells drugs on your person
   - You are in the presence of someone doing drugs
   - You have drug paraphernalia in your residence hall room or car
   - Your residence hall room or car smells like drugs
   - You appear under the influence of drugs

3. Students are required to abide by all state laws and may drink at college sponsored events if of legal age. Individuals are expected to conduct themselves in a mature and responsible fashion when drinking at College events, always respecting the rights of others. The staff or event sponsors reserve the right to make an event alcohol free and to ask persons to leave the event who do not demonstrate appropriate behavior. In addition, students demonstrating disorderly conduct after they have been drinking may be subject to disciplinary action.

4. Alcoholic beverages may be possessed, purchased and/or consumed by persons of legal drinking age in areas designated by the college.

5. All alcohol sold and served on campus must be purchased through Dining Services.

6. All students are required to show proof of age when purchasing alcoholic beverages on campus. Students who fail to provide this information, use false ID or violate the law and/or college policy are liable for disciplinary action.

7. No person may procure, sell, dispense or give alcoholic beverages to an underage person. Individuals contributing to underage drinking will be held responsible.

8. Intoxication and/or alcohol abuse shall not be tolerated and will not be used as an excuse for unlawful behavior or misconduct. Inappropriate behavior stemming from the consumption of alcohol shall result in discipline (e.g. having kegs, tappers or beer bongs in the residence hall, having drinking parties in resident rooms).

9. Alcoholic beverages are not permitted to be stored or consumed in a resident student room when any of the residents of the room are less than 21 years of age. Guests of legal drinking age may not consume alcoholic beverages in a resident’s room unless the resident of the room and the guest visiting is of legal drinking age.

10. Public intoxication is prohibited. Public intoxication is defined as any intoxication which causes a disturbance or is dangerous to self, others or property or in any way requires the attention of the college staff. Intoxication will not be accepted as an excuse for irresponsible behavior. This applies to all persons regardless of age.

11. Individuals are responsible to assure the safety and welfare of their college peers and/or guests who are intoxicated. This includes providing transportation to/from off-campus events where alcohol is served.
12. Using, possessing, manufacturing, selling, buying, or transferring drugs on any campus property or at any college sponsored function is forbidden.

**Student Employees and Interns – Alcohol and/or Drug Abuse**

Students in the classroom, at their internship or clinical, and at their college work site are expected to report to work in appropriate mental and physical condition to perform their duties in a satisfactory manner. Involvement with drugs and alcohol can be very disruptive, adversely affect the quality of work and performance, pose serious health risks to users and others, and have a negative impact on the learning environment, productivity, and morale. The internship/clinical site is considered an extension of the college campus. Students are required to follow the work site rules for alcohol and/or drug violations but Alverno would also discipline the student as if there was an abuse of alcohol or drugs on campus. Refusal to participate in drug and alcohol testing will be considered a voluntary termination of the employment or internship. Alverno College will test for violations when:

1. the College has reasonable cause to believe that a student worker or intern is under the influence of drugs or alcohol
2. an employee or intern is injured as a result of an on-the-job accident and receives medical treatment away from the workplace
3. an employee or intern is involved in an on-the-job accident which results in injury to another individual that requires medical attention
4. an employee or intern is involved in an accident which causes major damage to company property

**Protocol for Dealing with Alcohol and Drug Related Problems and Violations**

The college has no tolerance for public intoxication and illegal drug use. If there is evidence of drug use or public intoxication, the following action may be taken:

1. **Call Campus Safety** - They will assess the situation and complete an Incident Report. If a student is cooperative, they will refer the student to Student Affairs. If the student is combative, they will call the Milwaukee Police Department. If the student is medically unstable, they will call 911. If the student insists upon driving, the Milwaukee Police Department will be called.
2. **Call the Police** - If there is evidence of drugs or if a student’s behavior is disruptive to the community and directly traceable to the use of alcohol or other controlled substances, Campus Safety may call the Milwaukee Police Department and complete an Incident Report.
3. **Underage Drinking** - If a student is underage and has been drinking, complete an incident report and the Residence Hall Coordinator (for residential students) or the Assistant Dean of Students (for non-residential students) will discuss the violation and consequences with the student.
4. **Drinking and Driving** – Individuals are responsible for the safety and welfare of their peers and guests who are intoxicated. This includes providing transportation to/from off-campus events where alcohol is served. If an intoxicated individual insists upon driving, the Milwaukee Police Department will be called and an incident report will be completed.
5. **Responsible for Guests** - Students are responsible for the behavior of their guests. Guests violating the Alcohol and Drug Use Policies will be asked to leave. If they refuse to leave peacefully, Campus Safety will call the Milwaukee Police Department and complete an incident report.
6. **Room Entry and Inspection** – College Officials, with permission from the Residence Hall Coordinator, Director of Residence Life, or the Assistant Dean of Students have the right to enter and inspect student rooms and property for the purpose of inspection and repair, inspection if suspicion of illegal activities exists, preservation of health and safety, and recovery of college owned property. The Vice President for Student Affairs reserves the right to inspect college property if suspicion of illegal activities exists.

7. **Sanctions** - Sanctions can be found under Student Conduct Process of the Student Handbook. Alverno College reserves the right to contact parents or guardians of students who violate the Policy on Alcohol and Other Drug Use.

**Health Effects of Alcohol Abuse and Drug Use**
The Alcohol Sanctions state how the college will address individual illegal consumption of alcoholic beverages and the complicating behavioral issues. While sanctions place responsibility on the person, of equal concern is the second hand negative effect of alcohol consumption on the college community, especially the residence hall communities. The Harvard School of Public Health, through the efforts of Dr. Henry Weschler, has conducted excellent research on the effects of alcohol consumption on today’s college students. The Weschler data from his 1993 and 1997 studies has been adapted to develop a list of the projected effects of illegal, irresponsible consumption on the individual student and our college community.

**Alcohol Use and Abuse - Health and Personal Risks**
- Underachievement in classes, i.e., missed classes, late assignments, significant difference between prior grades and present performance
- Forming relationships with other students whose socializing and drinking behaviors detract from academic goals
- Changes in behavior – aggressiveness, irresponsibility
- Problems with college or local officials (fines, probation, etc.)
- Injury to self or others
- Negative impact on health – physical and mental, (e.g. fatigue, loss of sleep, increased colds/flu, inability to concentrate)

**Alcohol Use and Abuse - Impact on Others**
- Academic work, sleep and personal time is disrupted, i.e. noise, interruptions
- Intoxicated students (roommate/friend) often need to be cared for
- Property is often damaged or vandalized (personal or residence hall)
- Unwanted sexual advances – there is a direct relationship between unwanted sexual involvement and alcohol abuse
- Loss of friends due to rift caused by behaviors while under the influence of alcohol (e.g. physical/mental insults, humiliation)

**Serious Health Risks Associated With The Use of Illegal Drugs**
- Increased susceptibility to disease due to a less efficient immune system
- Increased likelihood of accidents
- Addiction
- Death by overdose
- Anemia
- Poor concentration
The following is a partial list of drugs and related consequences of their use. This list includes only some of the known risks and not all legal or illegal drugs are covered.

**Alcohol** is the most frequently abused drug on college campuses and in society. Alcohol is chemically classified as a mind-altering drug because it contains ethanol and has the chemical power to depress the action of the central nervous system. This depression affects motor coordination, speech and vision. In great amounts, it can affect respiration and heart rate control. Death can result with high levels of blood alcohol. Prolonged abuse of alcohol can lead to alcoholism, malnutrition and cirrhosis of the liver. Alcohol is associated with academic and social problems such as sexual assault, violence, homicide and vandalism.

**Cocaine and Crack** stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency that can lead to increased pulse rate, elevated blood pressure, and insomnia, loss of appetite, paranoia and seizures. They can also cause death by disrupting the brain's control of the heart and respiration.

**Depressants and Barbiturates** such as Rohypnol and barbiturates such as Seconal and Nembutal can cause physical and psychological dependence that can lead to respiratory depression, coma and death, especially when used in concert with alcohol; withdrawal can lead to restlessness, insomnia, convulsions and even death. Depressants such as Rohypnol and GHB are sometimes dropped into open drinks of unsuspecting students resulting in unconsciousness and subsequent rape. Some body building supplements are metabolized into GHB also resulting in unconsciousness.

**Ecstasy** is a synthetic psychoactive drug with hallucinogenic and amphetamine-like properties. Ecstasy users may encounter problems similar to those experienced by cocaine users. Its psychological effects can include confusion, depression, sleep problems, anxiety and paranoia during, and sometimes weeks after, taking the drug.

**MDMA** (methyleneoxyamphetamine or commonly known as Molly) use damages brain serotonin neurons. Serotonin is thought to play a role in regulating mood, memory, sleep and appetite. Research indicates that heavy MDMA use causes persistent memory problems in humans. Recent research has also shown that even one time use can trigger a neurological sequence that causes permanent memory disturbance. Physical effects can include muscle tension, involuntary teeth-clenching, nausea, blurred vision, faintness, and chills or sweating. Increases in heart rate and blood pressure are a special risk for people with circulatory or heart disease. MDMA related fatalities at raves have been reported. The stimulant effects of the drug, combined with the hot, crowded conditions usually found at raves can lead to dehydration, hypothermia, and heart or kidney failure.

**Hallucinogens** - LSD, PCP, mescaline and peyote are classified as hallucinogens. Hallucinogens interrupt brain messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma, heart and lung failure. Chronic users complain of persistent memory problems and speech difficulties for up to a year after their use. Because the drugs stop the brain's pain sensors, drug experiences may result in severe self-inflicted injuries.

**Marijuana and Hashish** are deleterious to the health and impair the short-term memory and comprehension of the user. They alter the sense of time and reduce the ability of the user to
perform tasks requiring concentration and coordination; they increase the heart rate and appetite. Motivation and cognition can be altered, making acquisition and retention of new information difficult. Long-term users may develop psychological dependence that can produce paranoia and psychosis. Because this drug is inhaled as unfiltered smoke, it is damaging to the lungs and pulmonary system and has more cancer-causing agents than tobacco.

**Narcotics** - Users of narcotics, such as heroin, codeine, morphine and opium, develop dependence and increase the likelihood of an overdose that can lead to convulsions, coma and death.

**Stimulants and Amphetamines** such as Dexedrine, Ritalin, and Adderall can have the same effect as cocaine and cause increased heart rates and blood pressure that can result in stroke or heart failure. Symptoms include dizziness, sleeplessness, anxiety and physical collapse. Use can also lead to psychosis, hallucinations, and paranoia.

**Tobacco** - Nicotine is highly addictive, whether ingested by smoking or chewing. This drug reaches the brain in six seconds, damages the lungs, decreases heart strength and is associated with many cancers. The withdrawal symptoms include anxiety, progressive restlessness, irritability, and sleep disturbance.

**State of Wisconsin and Federal Legal Sanctions**

**Alcohol** – There are substantial restrictions against the sale, possession and distribution of alcohol in Wisconsin. It is against the law to sell alcohol to anyone not of the legal drinking age of 21 and there is a concurrent duty on the part of an adult to prevent the illegal consumption of alcohol on his/her premises, Wis. Stats.125.07(1)(a). Violation of this statute can result in up to $500 forfeiture for a first offense, with higher fines and imprisonment for subsequent violations. It is against the law for an underage person to attempt to buy an alcoholic beverage, falsely represent her age, or enter a licensed premise except to conduct lawful business. First offenders can be fined up to $500, ordered to participate in a supervised work program and have their driver’s license suspended, Wis. Stats.125.07(4).

**Drugs** - Wisconsin laws prohibit drug possession and delivery through the Uniform Controlled Substances Act, Wis. Stats. 961. This mandates stiff penalties, including large fines and long periods of imprisonment. For a first-time conviction of possession of a controlled substance, a person can be sentenced up to one year in prison and fined up to $5000, Wis. Stats. 961.41(2r). The penalties will vary depending on the amount and type of drug confiscated, the number of previous offenses by the individual, and if the individual intended to manufacture, sell or possess the drug. Wis. Stats. 961.41. In addition to the stringent penalties for possession or delivery, the sentences can be doubled when exacerbating factors are present, such as when a person distributes a controlled substance to a minor, Wis.Stats.961.46(1).

The federal government revised the penalties against drug possession and trafficking when it adopted the Federal Sentencing Guidelines that reduce or eliminate the discretion that federal judges may use in sentencing offenders of federal drug statutes. Under current statutes, courts can sentence a person up to one year of imprisonment and a $5000 fine for unlawful possession of a controlled substance such as marijuana. Federal law creates special penalties for the possession of certain drugs such as cocaine base, also known as crack. For the possession of 5 grams of cocaine base, a federal judge is obligated to sentence a person to at least 5 years (and
up to 20 years) imprisonment. A sentence of life imprisonment is required for a conviction for the distribution of a controlled substance that results in death or bodily injury. The Federal Sentencing Guidelines eliminated parole in the federal judicial system.

**BIAS-RELATED INCIDENT PROTOCOL**

**Definitions**

*Bias Related Incidents* - Any activity that intimidates, demeans, mocks, degrades, marginalizes, or threatens individuals or groups based on that individual’s or group’s actual or perceived age, ancestry, ethnicity, national origin, ability (physical, psychological, cognitive), sex, gender identity or expression, citizenship or immigration status, marital status, socio-economic class, race, religion, religious practice, sexual identity, veteran status or any other basis protected by law. A bias related incident can occur whether the act is intentional or unintentional, and may or may not be an illegal act. In identifying a bias related incident, the focus is on the impact on an individual or group, not the intention or motivation of the actor. Adapted from ACPA and Virginia Tech, there are two types of bias related incidents:

1. **Contained Bias Related Incident** – a comment, activity, or event that is seen or heard by a few people, may not be a violation of a policy or law, or has no interest from media or larger investigative bodies (examples include one on one meetings or small groups)
2. **Community Bias Related Incident** – a comment, activity, or event that is seen or heard by many, violates policies or laws, and/or has interest from the media or larger investigative bodies.

*Retaliation* - Retaliation is any adverse action that a person takes against another person because she filed a complaint about harassment or discrimination. This adverse action can deter that person from coming forward to report concerns.

*Discrimination* – According to the Office for Civil Rights, discrimination is conduct that denies any individual or group equal privileges or access to a particular activity or opportunity because of the individual’s or group’s actual or perceived age, color, disability, gender, gender identity or expression, genetic information, marital status, military status, national or ethnic origin, pregnancy or parenting status, political belief or affiliation, race, sex, sexual orientation, veteran’s status, or any other basis protected by law.

*Equity* – The quality of being fair or impartial.

*Harassment* – Unwelcome conduct based on individual or group perceived or actual age, race, color, ancestry, national origin, creed or religion, sex, or sexual orientation. Intimidation and harassment can arise from a broad range of physical or verbal behavior, which can include, but is not limited to, the following:

- Physically or mentally abusive behavior towards another;
- Racial, ethnic, religious, or gender-based insults or slurs;
- Unwelcome sexual advances or touching;
- Sexual comments, jokes, stories, or innuendos;
- Requests for sexual favors as a condition of employment or affecting any personnel decision such as hiring, promotion, compensation, or transfer;
• Display of sexually explicit or otherwise offensive posters, calendars, materials, or slogans;
• Referring to another employee by any derogatory sexual, racial, or ethnic term;
• Making sexual gestures with hands or body movements;
• Intentionally standing too close to or brushing up against another employee;
• Inappropriately staring at another employee or touching his or her clothing or person;
• Asking personal or offensive questions about another employee’s sexual practices;
• Repeatedly asking out an employee who has stated that he or she is not interested;
• Using vulgar, obscene, or offensive language;
• Any form of stalking, including unwelcome repeated phone calls, emails, or text messages;
• Posting comments about another employee on a website, whether private or public, that violate this policy (because, for example, they are sexually or racially derogatory or inappropriate)

**Hate Crime** – According to the report of the Wisconsin Advisory Committee to the U.S. Commission on Civil Rights, the Federal Bureau of Investigation (FBI) defines a hate crime as a “traditional offense like murder, arson, or vandalism with an added element of bias. It is a criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.” Although hate itself is not criminal, acting upon hate with criminal behavior constitutes a hate crime.

**Inclusion** – The act of fighting against exclusion and assuring that all support systems are available to those who need such support. It involves bringing together and harnessing diverse resources in a way that is beneficial. Inclusion puts the concept of diversity into action by creating an environment of involvement, respect, and connection.

**Micro-aggressions** – Brief and commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color or other marginalized group membership. (Adapted from Derald Sue, Columbia professor).

**Responsible employee** - A person witnessing or experiencing a bias related incident is encouraged to speak to College officials to report the incident. College officials who are perceived to have the authority to take corrective action or to address misconduct on behalf of the College are considered “Responsible Employees.” Most college officials are considered Responsible Employees and should report any incidents to the Dean of Students Office.

**Social Justice** – Social justice is a concept that is based on human rights and equality. It can be defined as the way in which human rights are manifested in the everyday lives of people at every level of society. This includes dignity, economical and social equality, equal distribution of resources, justice, use of policy and laws, societal participation in change, personal responsibility, and creating access to opportunity and chance through action.

**Bias Related Incidents**
Alverno College continuously works to provide an environment that is free from discrimination, harassment, and intolerance. This response protocol for bias related incidents
should be viewed as part of a larger effort to create an inclusive living, learning, and working environment. Prevention is preferable to response, yet we know that our work on behalf of prevention is ongoing and incomplete. Bias related incidents occur and deserve responsible attention, with clear means of communication. The goal is to promote more conversation and listening.

When bias related incidents occur, they may not necessarily rise to the level of a crime, a violation of state law, college policy, or the student code of conduct. A bias act may, however, contribute to creating a negative, hostile, or unwelcome environment. Creating dialogue opportunities and protocol for all levels of bias to be addressed can help reduce the impact of micro-aggressions, those seemingly smaller acts of bias that accumulate over time and can create a chilling or hostile effect for others. When acts of bias occur on Alverno College’s campus, we have responsibility as community members to come together in our shared values and mission to denounce such acts. This protocol is intended to address incidents that happen within the Alverno College community.

**Freedom of Expression**
This protocol recognizes that freedom of expression in the context of our learning environment is protected, while offering a channel for responding to ignorance and bias that work against the mission of Alverno College. This may produce tensions between individuals whose ideas and speech may be considered controversial, offensive, or objectionable, which can lead to a blurred line between freedom of speech and acts of bias. Acts of bias, whether or not intended, threaten to undermine individuals’ or groups’ engagement in the free exchange of thoughts and ideas. Providing a clear avenue by which suspected acts of bias can be reported aligns with Alverno College’s commitment to freedom of expression and to our mission of teaching and learning.

**Reporting**
Alverno College urges all members of the community to report any bias related incidents. There are several ways to address and report an incident:

- **Seek campus support** - Students are encouraged to speak to College officials to report incidents of bias (e.g. academic deans, administrators with supervisory responsibilities, campus safety, human resources).

- **Seek confidential support** – To be assured the report will remain confidential, consult with one of Alverno’s Counselors, Coordinator of Health Services or the Campus Minister. Each will offer confidential resources and options. These individuals are not required to tell anyone else private, personally identifiable information unless there is reason to fear for the safety of the victim or other community members.

- **File an online, confidential, anonymous report** - Alverno College accepts and investigates all allegations of improper activity by Alverno employees and students. Potential wrong doing may be reported on the Confidential/Anonymous form (found on the first page of IOL).

- **File a complaint with the college** - Students who believe they have been subjected to incidents of bias are encouraged to file a report with Student Affairs staff. Reporting means that only people who need to know will be told and information will only be shared as necessary with investigators, witnesses, advocates, and the accused individual(s). You can file a complaint in any one of the following ways:
1. You can use the online report form available through the Alverno website at [Alverno.edu/campuslife](http://Alverno.edu/campuslife). Once you have completed and submitted the online form, you will be contacted by a member of the Alverno community who will be addressing the incident.

2. You may submit an email to the Student Affairs Office by emailing studentaffairs@alverno.edu.

3. You may submit a phone report by calling the Dean of Students Office at **414-382-6118** during business hours. If you choose to leave a message your call will be returned at the earliest possible time. You can also call Campus Safety at **414-382-6158** (non-emergency) or **414-382-6911** (emergency).

**If you are a victim of a bias-related incident, or if you witness a bias-related incident, please do the following to document the incident as best you can:**

- If you experienced a written slur or discovered graffiti, do not erase the text. Campus Safety will need to see it.
- If you have a camera or cell phone camera, take a picture of the graffiti, license plate, or anything else relevant.
- If the incident was verbal, immediately write down what was said to the best of your recollection.

**Response**

When a person reports an act of bias to any campus office, the incident will be shared with the Vice President of Student Affairs/Dean of Students or designee. Falsification, distortion, or misrepresentation of information during the course of a complaint resolution process may be grounds for disciplinary action. After the incident is reported:

- The Vice President of Student Affairs or designee will review the complaint and appoint an Investigator and Bias Incident Coordinator.
- Interim measures may be put in place pending the outcome of the investigation.
- Both (all) parties are assigned a designated support person to guide them through the complaint process. Either party may refuse the assistance of a support person.
- The facts of the complaint are investigated as presented by the person making the complaint, the respondent, and any witnesses.
- The summary of the investigation is submitted to the Bias Incident Coordinator who will review the information and determine appropriate next steps.

Our response to bias related incidents will generally involve an educational process focused on understanding what harms may have been done and why, who has been affected, and how the harm can be repaired. Where possible and with the agreement of all involved parties, restorative practices will be utilized as a framework to empower those directly impacted.

Regardless of whether the behavior violates policy or the respondent’s intent was malicious, it is important to respond to people who have experienced bias in a timely, caring manner. All parties involved in a bias-related incident will be treated with respect and a sincere willingness to hear their perspectives.

Every bias related incident has a unique context that requires consideration. The nature and impact of the incident, the desire of the person or persons reporting the incident, and the impact on the community are all factors that should be reviewed when considering a response.
Regardless of the type of bias related incident, a timely and transparent response to the immediate concerns will be implemented. Examples of responses could include, but are not limited to:

- A facilitated conversation between involved parties
- Restorative circles – Several members of the Alverno College staff are trained as facilitators for restorative circles. Those individuals could be brought in to work with those affected by the incident.
- Changes in policies or procedures – Depending on the nature of the incident, a change in policy or procedure may be warranted. Those affected by the incident would be consulted regarding any changes.
- Educational programs - Bias related incidents may indicate a need for education in our community in order to remedy harm done, and to provide opportunities for reflection and growth. Such educational efforts are not part of the investigation process and are not intended to be punitive. Appropriate staff and faculty will work with students to plan timely educational opportunities that are reflective of diverse learning styles and address relevant issues from multiple perspectives.
- Consultation with outside organizations

Confidentiality
Anyone reporting a bias related incident can request confidentiality. In the event of such a request, reasonable steps to review the incident and respond consistent with this request will be made. Limits to the review or response based on this request should be discussed throughout the process with all individuals involved.

On Campus Resources
- **Campus Minister** – Lisa Cathelyn – FO 259 - 414.382.6352
- **Campus Safety** – Michelle Engl, Jason Pilarski or any officer – FO 254 - security@alverno.edu – 414.382.6911 or 414.382.6158
- **Counseling Services Director** – Meg Pledl – AF 208 – meg.pledl@alverno.edu - 414.382.6119
- **Counselor** – Laci Oyler – AF 208 – laci.oyler@alverno.edu – 414-382-6117
- **Dean of Students Office** – Wendy Powers, VP for Student Affairs & Dean of Students – wendy.powers@alverno.edu or, Assistant Dean of Students -- FO 119 – 414.382.6118
- **Assistant Deans of Students** – Rachel Haos & Brooke Wegner – FO 119 – Rachel.haos@alverno.edu & Brooke.Wegner@alverno.edu – 414-382-6118
- **Health Services** – Tamra Black – AF 208 - tamra.black@alverno.edu – 414.382.6319
- **Coordinator of Multicultural Programs & Latino Student Engagement** - Ruth Lopez – FO 111 ruth.lopez@alverno.edu – 414-382-6105
- **Coordinator of Multicultural Programs & African American Student Engagement** – Adekola Adedapo - FO 111 - adekola.adedapo@alverno.edu – 414-382-6022

Off Campus (Milwaukee) Resources
- **The Healing Center** (414-671-4325) for individual counseling, advocacy, and support groups
- **Milwaukee LGBT Community Center (414) 271-2656** includes outreach to LGBT youth, adults, and their allies, and a mental health clinic for confidential outpatient care
HARASSMENT, VIOLENCE, AND DISCRIMINATION POLICY (TITLE IX)

In keeping with its mission to promote the personal and professional development of all members of the Alverno community and to provide a safe and welcoming campus, Alverno College fosters a climate of mutual concern, respect and caring. Alverno is committed to promoting a rich learning environment that is free of violence, discrimination, harassment and other barriers to students learning, healthy growth and development. All members of the Alverno community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

Alverno College Nondiscrimination Statement

Alverno College intentionally creates a welcoming and inclusive learning community in which all members recognize and respect the rights and human dignity of every other member. The College values diversity and seeks talented students, faculty and staff from a variety of backgrounds. In keeping with its long-standing Catholic Franciscan foundations, Alverno College does not discriminate against any student, employee or applicant on the basis of any individual's age, citizenship, color, disability, gender, gender identity or expression, genetic information, marital status, military status, national origin or ancestry, pregnancy or parenting status, political belief or affiliation, race, religion or creed (except in campus ministry staff positions), sex, sexual orientation, or veteran's status in the administration of its educational programs and activities or in its employment practices. Furthermore, the College prohibits the harassment of students and employees, as harassment is a form of discrimination.

In the area of undergraduate enrollment, Alverno College's weekday undergraduate programs will remain exclusive in respect to gender identity, but not as to any of the other aforementioned characteristics.

Alverno College, an institution dedicated to the education of women, pays particular attention to issues of harassment, discrimination or violence on the basis of sex, gender, pregnancy or parenting status. Conduct, whether intentional or unintentional, that results in discrimination, harassment, or violence toward a student or employee is illegal and unacceptable, undermining the mission of the college. Such conduct, whether on or off campus, is expressly prohibited by the college and is considered a serious violation of human rights.

In alignment with federal Title IX regulations, Alverno College has procedures to receive, investigate, respond to and resolve complaints of discrimination, including harassment based on gender. Title IX violations include discrimination on the basis of sex or gender, gender identity, gender expression, and sexual orientation, and include sexual harassment, sexual exploitation, nonconsensual sexual acts, and sexual misconduct. This policy applies to conduct between men and women or between members of the same sex. In this policy, “discrimination,” refers generically and inclusively to all forms of discrimination based on sex.
or gender, including sexual harassment, sexual exploitation, sexual assault and sexual violence. Sexual misconduct includes but is not limited to conduct prohibited at Wisconsin Statutes 940.225.

The Title IX Coordinator is Sandra Siira, Executive Director of the Career Studio and the Deputy Title IX Coordinator (for employees) is Mary Casey, Director of Human Resources. For any issues related to gender-based harassment and discrimination, students are encouraged to contact the Title IX Coordinator. The Title IX Coordinator has the responsibility to:

- oversee complaints of discrimination on the basis of gender, including discrimination based on a student’s pregnancy, childbirth, false pregnancy, termination or recovery;
- ensure thorough investigations into complaints of sexual discrimination or harassment;
- assure equitable remedies;
- provide campus-wide training regarding sexual harassment, violence and discrimination, including the related Title IX policy and procedures; and,
- issue timely warnings for incidents reported to her that are confirmed to pose a substantial threat of bodily harm or danger to members of the College community.
- make every effort to ensure that a victim’s name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

When an allegation of gender discrimination is brought to an appropriate administrator’s attention and an individual is found to have violated this policy, serious and prompt sanctions will be used to reasonably ensure that such actions are never repeated. Employees found to have violated this policy will be disciplined up to or including termination of their employment. Students found to have violated the policy will be disciplined up to or including dismissal from the college. The college will not tolerate any reprisal or threat against any individual who alleges sexual discrimination. Beyond the campus policy and procedures for investigation and adjudication, Alverno will also respond to victims of sexual violence by providing access to support services and resources.

Expectations and Definitions Related to Sexual Harassment, Violence and Discrimination

**Consent** - Positive cooperation involving an act of free will AND the absence of coercion, intimidation, force or the threat of force. A person cannot give consent if unable to understand what is taking place. Each person engaged in the sexual experience must provide active consent in order for mutual consent to be present. If limits are made clear and consent is not given, pressuring an individual into changing his or her mind is not consent. A person may not consent if unconscious, frightened, physically or psychologically pressured or forced, intimidated, impaired because of a psychological condition, and/or intoxicated by the use of drugs or alcohol. Use of alcohol or other drugs will never function as a defense for behavior that violates this policy.

**Incapacitation** is a state in which someone cannot make rational reasonable decisions because they lack the capacity to give knowing consent (e.g. to understand the “who, what, when, where, why or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the
taking of rape drugs. Possession, use and/or distribution of any of these substances, including but not limited to Rohypnol, Ketomine, GHB, Burundaga, etc. is prohibited and administering one of these drugs to another student is a violation of this policy. More information on these drugs can be found at http://www.911rape.org/. It is critical to remember that:

- Consent is based on choice.
- Consent is active, not passive. Silence and passivity do not equal consent.
- Consent is more difficult to establish when there is unequal power.
- Consent to one type of sexual contact does not imply consent to another.
- Consent requires conditions free of coercion and undue influence. Relenting because of fear is not consent.
- Consent means two people (or more) deciding together to do the same thing, at the same time, in the same way, with each other.
- Absence of a no does not mean yes.

**Force** - The use of physical violence and/or physically imposing on someone to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent (“Have sex with me or I’ll hit you. Okay, don’t hit me; I’ll do what you want”). There is no requirement that an individual resist the sexual advance or request, but resistance is a clear demonstration of non-consent. The presence of force is not demonstrated by the absence of resistance. Sexual activity that is forced is by definition non-consensual, but non-consensual sexual activity is not by definition forced. Sexual activity with someone who one should know to be – or based on the circumstances should reasonably have known to be – mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), constitutes a violation of this policy.

**Coercion** - Unreasonable pressure for sexual activity. There is a difference between seduction and coercion. Coercing someone into sexual activity violates this policy in the same way as physically forcing someone into sex. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

**Consensual Relationships** - The College does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the College. Our intent is not to discourage friendly associations but rather discourage the abuse of authority in relationships. There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as teacher and student, supervisor and employee). Consensual intimate relationships may produce a conflict of interest, such as when one of the parties is responsible for evaluating an academic file or making employment decisions. The relationship may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change, and conduct that was previously welcome may become unwelcome. Charges of sexual harassment may develop even though both parties have consented to the relationship. For the personal protection of members of this community, relationships in which power differentials are inherent (faculty-student, staff-student, designated leader-student) are not appropriate. Consensual romantic or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party are unethical. Therefore, persons with direct supervisory or evaluative responsibilities
who are involved in such relationships must bring those relationships to the timely attention of their supervisor, and will likely result in the necessity to remove the employee from the supervisory or evaluative responsibilities or shift the student out of being supervised or evaluated by someone with whom they have established a consensual relationship. Failure to report such relationships to a supervisor as required can result in disciplinary action for an employee.

Amnesty - At times, alcohol is involved in gender discrimination cases. In an effort to encourage victims and witnesses of harassment and discrimination to report incidents and to focus on the safety of the student, an assurance of amnesty from an alcohol policy violation is provided for the student reporting gender-based discrimination.

Sexual Harassment - Unwelcome, gender-based verbal, written or physical conduct that is sufficiently severe, pervasive and objectively offensive that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the College’s educational program and/or activities. Sexual harassment is based on power differentials, the creation of a hostile environment, retaliation, unreasonably interfering with the employee’s or student’s performance or creating an environment which is intimidating, hostile or offensive to the employee/student. Examples include but are not limited to: slurs, threats, derogatory or suggestive comments; unwelcome jokes; exposure to sexually-oriented literature or pictures; attempts to coerce an unwilling person into a sexual relationship; unwelcome teasing, touching or sexual attention including email, phone calls or other online communication; making sexually oriented comments about the body or perceived sexual orientation; requests for sexual favors; punishing a refusal to comply with a sexually based request; conditioning a benefit on submission to sexual advances; sexual violence between strangers, acquaintances or intimate partners; stalking; and, gender-based bullying. Sexual violence including rape, sexual assault, sexual battery and sexual coercion are forms of sexual harassment covered under Title IX.

Non-consensual Sexual Contact - Any intentional sexual touching, however slight, with any object, by a man or a woman upon a man or a woman without consent and/or by force. See the State of Wisconsin Statutes referenced below.

Non-consensual Sexual Intercourse - Any sexual intercourse, however slight, with any object, by a man or woman upon a man or a woman without consent and/or by force. See the State of Wisconsin Statutes referenced below.

Sexual Exploitation - Occurs when an individual takes non-consensual or abusive sexual advantage of a person for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. Examples include but are not limited to: invasion of sexual privacy; prostituting another student; non-consensual video or audio-taping of sexual activity; going beyond the boundaries of consent (such as letting friends hide in the closet to watch the consensual sex); engaging in voyeurism; knowingly transmitting an STI or HIV to another student; inducing incapacitation for the purposes of engaging in sexual activity with the incapacitated person; exposing one’s genitals in non-consensual circumstances; and, inducing another to expose his/her genitals. Sexually-based stalking and/or bullying may also be forms of sexual exploitation.
Sexual Assault - Any sexual contact without consent is against the law in Wisconsin. Wisconsin State Statute 940.225 creates four degrees of sexual assault. The Degrees are based upon the amount of force used by the assailant and the amount of harm done to the victim, rather than on the resistance offered by the victim. First, second and third degree sexual assaults are felonies; fourth degree sexual assault, lewd and lascivious behavior & sexual gratification are misdemeanors. Sexual assault is known to be a crime of indifference to the feelings of others, dominance, hostility and sometimes physical brutality. It is not primarily a sexually motivated crime but rather a crime of assault using sex as a weapon. Sexual assault can occur between persons in dating or sexual relationships, including marriage. It can also occur between persons of the same gender.

Stalking - Activity consisting of the repeated following and harassing of another person. It is a form of criminal activity that is comprised of a series of actions that individually may constitute legal behavior. For example, sending flowers, sending notes or text messages, or waiting for the person outside of work or their home. When these actions are made and instill fear or injury, they constitute a pattern of behavior that is inappropriate and, in some cases, may be illegal.

Retaliation – Any adverse action that a person takes against another person because she filed a complaint about harassment or discrimination. This adverse action can deter that person from coming forward to report concerns.

Options for Students Experiencing Sexual Harassment, Violence and Discrimination
Sexual discrimination prevention efforts are critical in creating a community in which individuals can learn and live successfully. Individuals are encouraged to report violations of this policy to the College so that support services can be made available. Talking with someone about what happened can help reduce the sense of isolation and start the path to healing. All complaints are taken seriously. Any personally identifiable information will only be shared as necessary with as few people as possible, and all efforts will be made to protect the victim’s privacy. With the exception of medical treatment for incidents involving sexual violence, the following options are listed in no particular order and include both off campus and on campus options in order to ensure a multiplicity of choices for the victim.

- **Seek Medical Attention as soon as possible.** - The Sexual Assault Treatment Center at Aurora Sinai Medical Center is located at 945 N 12th St Milwaukee, WI 53233. All contact is confidential. They can be accessed in person or by phone (414-219-2000) 24 hours a day.
- **File a criminal complaint** - Milwaukee Police Department Sensitive Crimes Division is located at 749 West State Street, Room 601, Milwaukee, WI 53233. Their phone number is (414-935-7405)
- **Seek campus support** - A victim is encouraged to speak to College officials to report incidents of sexual harassment, violence, and discrimination (e.g. academic deans, administrators with supervisory responsibilities, campus safety, human resources). College officials who are perceived to have the authority to take corrective action or to address gender-based misconduct on behalf of the College are considered “Responsible Employees.” Most college officials are considered Responsible Employees and will need to contact the Title IX Coordinator about the concern.
- **Seek confidential support** – To be assured the report will remain confidential, consult with one of Alverno’s Counselors, Coordinator of Health Services or the Campus
Minister. Each will offer confidential resources and options. These individuals are not required to tell anyone else private, personally identifiable information unless there is reason to fear for the safety of the victim or other community members.

- **File an online, confidential, anonymous report** - Alverno College accepts and investigates all allegations of improper activity by Alverno employees and students. Potential wrong doing may be reported on the Confidential/Anonymous form (found on the first page of IOL). In order for us to properly investigate concerns, individuals will be asked to provide as many details as possible about the potential improper activity such as allegations of fraud, theft, gross misconduct or misuse of college property and facilities.

- **File a complaint with the college** - Students who believe they have been subjected to harassment, violence and/or discrimination are invited to contact the Title IX Coordinator. The Title IX Coordinator will ensure facilitation of the adjudication process outlined below. A victim has the right to expect that incidents of gender based harassment violence, and discrimination will be taken seriously when reported, and those incidents will be investigated and properly resolved. Reporting means that only people who need to know will be told and information will only be shared as necessary with investigators, witnesses, advocates, and the accused individual. The Title IX Coordinator has the responsibility to provide training, assure equitable remedies and oversee the process of investigating. Once the Coordinator has notice of possible gender based harassment, violence or discrimination, she will take immediate and appropriate steps to investigate what occurred and take prompt and effective action.

**Investigations of Gender Based Harassment, Violence and Discrimination**

The College takes seriously the responsibility of affording all parties involved in a complaint a fair framework for encouraging resolution. Falsification, distortion or misrepresentation of information during the course of a complaint resolution process may be grounds for disciplinary action. The investigation will include the following:

- The Title IX Coordinator will meet with the person filing the complaint (complainant) to ascertain the details of the situation and determines if it is a Title IX issue.
- The Title IX Coordinator will then appoint the Investigator for the process.
- The Coordinator will inform the respondent of the complaint in writing or in person as soon as possible. The information will include the person making the complaint and the circumstances which precipitated the filing of the complaint.
- The Title IX Coordinator determines if interim measures (temporary sanctions for one or both parties for the duration of the investigation) need to be established in consultation with both parties.
- The Title IX Coordinator offers both parties (the complainant and respondent) a college advocate or support person to guide them through the complaint process. Either party may refuse the assistance of an advocate.
- The facts of the complaint are investigated as presented by the person making the complaint, the respondent, and any witnesses for both parties. Both parties will have an opportunity to review and comment on the evidentiary documents.
- The summary of the investigation, along with any finding of responsibility for a policy violation is submitted to the Title IX Coordinator with sanction recommendations if appropriate. Ultimately, the determination of responsibility will be made based on the preponderance of the evidence (e.g., it is more likely than not that the accused violated the policy).
• If the Investigator’s finding is that one or more policies have been violated, the Title IX Coordinator then accepts or modifies the recommended sanctions to prevent future recurrence and remedy the effects upon the complainant and the community.

Possible Outcomes or Sanctions for Gender Based Harassment, Violence and Discrimination
• The respondent could be found not responsible for the alleged violation. Please note, a finding of no responsibility does not mean the incident didn’t happen, rather there was not enough evidence to meet the preponderance of evidence standard.
• If it has been determined that a policy violation has occurred, the College’s response will depend on the nature and severity of the incident. The range of responses includes, but is not limited to:
  • Individual meeting with respondent and respondent’s advocate
  • Required educational activity
  • No contact order between complainant and the respondent
  • Protective measures may be applied (e.g., No trespass order for certain parts of campus, residence hall move, etc.)
  • Disciplinary action may include a written warning, probation, removal from campus housing, suspension, termination of employment and/or dismissal from Alverno

Resources
When consulting campus resources, all parties should be aware of confidentiality, privacy and mandatory reporting in order to make informed choices. Most college employees are required to report concerns to the Title IX Coordinator; however, the Campus Minister, Campus Counselors and Campus Nurse may keep the situation confidential. The following are options available to the Alverno community:

On Campus Confidential Resources
• **Campus Minister** – Lisa Cathelyn - FO 259 -  lisa.cathelyn@alverno.edu - 414.382.6352
• **Counseling Services Director** – Meg Pledl– AF 208 –  meg.pledl@alverno.edu – 414.382.6119
• **Counselor** – Laci Oyler – AF 208 –  laci.oyler@alverno.edu – 414.382.6117
• **Health Services** – Tamra Black, Nurse – AF 208 -  tamra.black@alverno.edu – 414.382.6319

On Campus Reporting Resources
• **Title IX Coordinator**– Sandra Siira, Executive Director of Career Studio – FO 101 – Sandra.siira@alverno.edu – 414-382- 6011
• **Deputy Title IX Coordinator** – Mary Casey, Director of Human Resources – FO 211 – mary.casey@alverno.edu – 414.382.6127
• **Title IX Investigator (Lead)** – Michelle Engl, Director of Campus Safety, FO 254 – michelle.engl@alverno.edu – 414.382.6037
• **Campus Safety Officers** – FO 254 -  security@alverno.edu – 414.382.6911 or 414.382.6158
Off Campus Resources

- Milwaukee Police Department Sensitive Crimes Division (414-935-7405) for police officers with special training related to sexually-based crimes
- Office for Civil Rights Hotline (800-421-3481) or email: OCR@ed.gov
- The Healing Center (414-671-4325) for individual counseling, advocacy, and support groups
- Sexual Assault Treatment Center (414-219-5555)
- Sojourner Family Peace Center (414-276-1911) provides a confidential domestic violence hotline and emergency legal assistance 24/7
- Milwaukee LGBT Community Center (414-271-2656) includes outreach to LGBT youth, adults, and their allies, and a mental health clinic for confidential outpatient care
- Milwaukee Women’s Crisis Line and Shelter (414-671-6140) offers 24 hour assistance to women in need of assistance from sexual or domestic violence
Alverno College values individual rights within a community setting. To ensure that this learning environment is maintained for everyone in the community, the Student Conduct Process has been developed to uphold the standards of our community. Students are expected to be effective citizens and to exhibit behavior that promotes a positive learning environment. Individuals exhibiting unacceptable behavior on or off campus shall be subject to the student conduct process.

The Assistant Dean of Students coordinates the overall student conduct process, as designated by the Vice President for Student Affairs. This includes overseeing the evaluation of both the process and procedures, as well as training any staff members involved in the process.

A student’s official file is maintained by the Academic Advising Office. A student’s conduct history is maintained by the Dean of Students Office. When serious violations of college policy occur, the Academic Advisor may be included in the documentation to include in the student’s official file.

**MEDIATION**

In some instances, the conflict may be more interpersonal in nature. In these situations, mediation may be utilized to resolve the conflict informally. The goal is to implement a process that involves all parties with the intent of resolving the dispute and preventing it from occurring again. Examples of responses could include, but are not limited to:

- A facilitated conversation between involved parties
- Restorative circles – Several members of the Alverno College staff are trained as facilitators for restorative circles. Those individuals could be brought in to work with those affected by the incident.

If the participants in mediation fail to follow through on the agreed upon outcome, the situation may be referred to the conduct process.

**STUDENT RIGHTS IN THE CONDUCT PROCESS**

Students who have allegedly violated the Student Code of Conduct are entitled to the following procedural protections. The student:

- Will be heard and treated with respect.
- Will be considered not responsible unless found responsible.
- May request a different Conduct Coordinator if there is a perceived conflict of interest.
- May invite a support person to assist with the process (i.e. parent, spouse, guardian, friend, faculty/staff member). This person can advise the student, accompany the student to the meetings, and assist the student in preparation of any appeal (if applicable). Attorneys may not engage in our conduct process. If the student desires a support person for the process, but does not have someone to serve in that role, a support person will be assigned to the student.
- May review investigator notes to ensure all relevant witnesses have been interviewed and information gathered.
- May appeal. (See next page for details).
CONDUCT COORDINATOR
When an incident occurs, a report is generated. Students, CAs, Res Life staff, Campus Safety, other college staff, or anyone in the Alverno Community may submit an incident report. The Assistant Dean of Students and/or Director of Residence Life reviews the incident report and refers it to the appropriate administrator, who is then considered the Conduct Coordinator. Generally, the following coordinator structure is followed:

- **For Resident Students** – The Residence Hall Coordinator
- **For Resident Students who have demonstrated repeat behavior concerns**: The Director of Residence Life or the Assistant Dean of Students
- **For Commuter Students** - The Assistant Dean of Students
- **For Registered Student Groups** – The Director of Student Activities and Leadership
  *The Dean of Students may also serve as the Conduct Coordinator in instances where there may be a perceived conflict of interest.*

Responsibilities of the Conduct Coordinator
- To protect the relevant rights of students
- To interpret and enforce campus policies
- To consider all information carefully before coming to a conclusion
- To assess the student’s understanding of the behavior and its impact on the community
- To assess the seriousness of the behavior
- To determine the level of responsibility
- To determine appropriate sanctions when violations of the student conduct code occur.

INVESTIGATION & DECISION MAKING
Alverno College utilizes an investigator model to adjudicate allegations of code of conduct violations. This means that one or more trained investigators conducts the investigation and drafts a report. The conduct coordinator then reviews the report and issues a finding.

RIGHT TO AN APPEAL
All students involved in the student conduct process have a right to appeal a conduct process decision by writing the appropriate appellate administrator within 3 business days of notification. The following is a list of appellate administrators based on the assigned Conduct Coordinator:

<table>
<thead>
<tr>
<th>Conduct Coordinator</th>
<th>Appellate Administrator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residence Hall Coordinator</td>
<td>Director of Residence Life</td>
</tr>
<tr>
<td>Director of Residence Life</td>
<td>Assistant Dean of Students</td>
</tr>
<tr>
<td>Assistant Dean of Students</td>
<td>Vice President for Student Affairs and Dean of Students</td>
</tr>
<tr>
<td>Director of Student Activities and Leadership</td>
<td>Assistant Dean of Students</td>
</tr>
</tbody>
</table>

The appeal statement from the student should include sufficient detail to permit the evaluation of the merit of the grounds for appeal. The student is granted only one appeal. Students may appeal in writing if:

1. A procedure or substantive error occurred that significantly impacted the outcome of the administrative meeting.
2. To consider new evidence unavailable during the original investigation that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.
3. The sanction(s) imposed are substantially disproportionate to the severity of the violation.

The Appellate Administrator may review the letter and evidence individually or may appoint an Appeal Panel to review the request. The Appellate Administrator may do one of the following:
1. Affirm the finding and the sanction originally determined,
2. Affirm the finding and change the sanction,
3. Decide that the finding was not appropriate for the behavior and dismiss the case.

Students shall receive written notice of the results of their appeal no later than 3 business days after filing the appeal. The decision of the Appellate Administrator is final.

**STUDENT CONDUCT PROCESS**
1. Incident occurs and a report is generated.
2. Depending on the severity of the allegations, a preliminary investigation may take place to gather information.
3. If necessary, initial remedial actions may be imposed at this time.
4. Conduct Coordinator is assigned and requests a meeting to discuss the process with the respondent(s).
5. In this meeting:
   a. If the responding student takes responsibility and the behavior is a violation of the Student Code of Conduct,
      i. The Conduct Coordinator imposes a sanction and sets a due date for the sanction.
      ii. The Conduct Coordinator sends the respondent a written summary of the meeting and findings.
   b. If the responding student does not take responsibility or more information needs to be obtained, further investigation will take place.
      i. An investigation could involve several meetings with involved parties.
      ii. Investigator meets with responding student to summarize the situation and findings.
      iii. Student may submit a written response within 5 business days.
      iv. Investigator discusses information gathered with the conduct coordinator.
      v. Conduct Coordinator meets with the student to deliver finding.
         i. Student is then either found responsible, not responsible, or not enough evidence to make a determination.
         ii. Student receives the outcome in writing within 2 business days.

Additional notes regarding the process:
1. If several students are involved in an incident, the individuals are heard alone, not as a group.
2. If the complainant makes an accusation, which, after investigation, is determined to have been filed with bad faith or the intent to cause harm, the person filing the complaint can be subject to discipline.
3. If a student does not appear for a requested meeting, a decision may be made without the student’s input based on the evidence available.
CONDUCT PROCESS DIAGRAM

1. Incident Occurs - Report is Generated

2. Preliminary Investigation Takes Place

3. Initial Remedies may be imposed

4. Conduct Coordinator is Assigned - meeting with involved parties to discuss the process.

   5a. Student takes responsibility
       i. Conduct Coordinator assigns a sanction
       ii. Written summary

   5b. Student does not take responsibility
       i. Investigation
       ii. Investigator meets with student to summarize findings
       iii. Student has opportunity to submit a written response
       iv. Investigator discusses findings with conduct coordinator
       v. Conduct Coordinator meets with student

   - Student is found responsible
   - Sanction and due date is imposed
   - Appeal process is included in writing to involved parties.

   - Student is found not responsible
   - Students are given findings in writing

   - Not enough evidence to make a determination
   - Students are given findings in writing.
Behavior expectations are designed to protect individual liberties within a community setting. This expectation calls for behaviors that demonstrate self-discipline, respect for self, respect for others, and respect for the community.

Students exhibiting unacceptable behavior, both on or off campus, shall be subject to the disciplinary process as outlined in the Student Handbook. Alverno has designed a Code of Conduct which describes behavior expectations that are applicable in a variety of settings (e.g. classroom, offices, public spaces, residence halls). Unacceptable behaviors include the violation of college policies, rules or regulations, and civil laws and ordinances on or off campus.

UNACCEPTABLE BEHAVIOR RELATED TO PERSONS

1. Behavior which threatens or endangers the health or safety of others
   a. **Physical abuse** is any intentional and unwanted contact with you or something close to your body. Sometimes abusive behavior does not cause pain or even leave a bruise, but it's still unhealthy. Examples of physical abuse are: Scratching, punching, biting, strangling or kicking.
   b. **Verbal abuse** is described as a negative defining statement told to the victim or about the victim, or by withholding any response, thereby defining the target as non-existent.
   c. **Threats** are statements of an intention to inflict pain, injury, damage, or other hostile action on someone in retribution for something done or not done.
   d. **Intimidation** is considered forcing someone into or deterring someone from some action by inducing fear.
   e. **Coercion** is the intimidation of a person to compel the individual to do some act against his or her will by the use of psychological pressure, physical force, or threats.
   f. **Harassment** is unwelcome conduct based on individual or group perceived or actual age, race, color, ancestry, national origin, creed or religion, sex, or sexual orientation. Intimidation and harassment can arise from a broad range of physical or verbal behavior, which can include, but is not limited to, the following:
      - Physically or mentally abusive behavior towards another;
      - Racial, ethnic, religious, or gender-based insults or slurs;
      - Unwelcome sexual advances or touching;
      - Sexual comments, jokes, stories, or innuendos;
      - Requests for sexual favors as a condition of employment or affecting any personnel decision such as hiring, promotion, compensation, or transfer;
      - Display of sexually explicit or otherwise offensive posters, calendars, materials, or slogans;
      - Referring to another employee by any derogatory sexual, racial, or ethnic term;
      - Making sexual gestures with hands or body movements;
      - Intentionally standing too close to or brushing up against another employee;
      - Inappropriately staring at another employee or touching his or her clothing or person;
      - Asking personal or offensive questions about another employee’s sexual practices;
Repeatedly asking out an employee who has stated that he or she is not interested;
Using vulgar, obscene, or offensive language;
Any form of stalking, including unwelcome repeated phone calls, emails, or text messages;
Posting comments about another employee on a website, whether private or public, that violate this policy (because, for example, they are sexually or racially derogatory or inappropriate)

**g. Sexual Harassment** - Unwelcome, gender-based verbal, written or physical conduct that is sufficiently severe, pervasive and objectively offensive that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the College’s educational program and/or activities.

**h. Non-consensual Sexual Contact** - Any intentional sexual touching, however slight, with any object, by a man or a woman upon a man or a woman without consent and/or by force.

**i. Non-consensual Sexual Intercourse** - Any sexual intercourse, however slight, with any object, by a man or woman upon a man or a woman without consent and/or by force.

**j. Sexual Exploitation** - Occurs when an individual takes non-consensual or abusive sexual advantage of a person for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited.

**k. Sexual Assault** - Any sexual contact without consent is against the law in Wisconsin.

**l. Stalking** is repeated purposeful conduct (e.g. communication, letters, gifts) or pursuit directed at a specific person or immediate family members, which is unwelcome and interferes with the peace and/or safety or threatens a person’s physical or mental well-being.

**m. Hazing** is an act which endangers the mental or physical health or safety of a student, or which 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. This is a crime in the State of Wisconsin.

**n. Bullying** is repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the 1st Amendment).

**o. Retaliation** – Any adverse action that a person takes against another person because she filed a complaint about harassment or discrimination. This adverse action can deter that person from coming forward to report concerns.

2. Conduct which is disorderly, lewd, or indecent; breach of peace; or aiding, abetting or procuring another person to breach the peace on College premises or at functions sponsored by, or participated in by, the College.

3. Discrimination that deprives other members of the community of educational or employment access, benefits or opportunities.

4. Failure to identify oneself when requested to do so or failure to comply with the reasonable request or directions of college officials or law enforcement officers acting in performance of their duties.

**UNACCEPTABLE BEHAVIOR RELATED TO PROPERTY**

5. Attempted or theft of and/or damage to property of the college or property of a member of the college community or other personal or public property.
6. Unauthorized possession, duplication or use of keys to college premises or unauthorized entry to or use of college premises.

7. Theft or other abuse of computer time which includes the following:
   a. Unauthorized entry into a file (to use, read, or change the contents, or for any other purpose);
   b. Unauthorized transfer of a file;
   c. Unauthorized use of another individual’s identification and password;
   d. Use of computer facilities to interfere with the work of another student, faculty member or College official;
   e. Use of computing facilities to send obscene or abusive messages;
   f. Use of computing facilities to interfere with normal operations.

UNACCEPTABLE BEHAVIOR RELATED TO THE OPERATION OF THE COLLEGE

8. Violation of any college policy, rule, or regulation published in hard copy or available electronically on the college website.

9. Any form of dishonesty which relates to campus life, including but not limited to:
   a. Cheating, misrepresenting authorship/plagiarism, or other forms of academic dishonesty;
   b. Furnishing false information or refusing to give your name to any college official;
   c. Forgery, alteration, or misuse of any college document, record, or instrument of identification;
   d. Tampering with the election of any recognized student group;
   e. Fraud, embezzling.

10. Campus Disruptions as it relates to operation of the college
    a. Disruption through obstruction of teaching, research, administration, disciplinary proceedings, other college activities, including its public-service functions on or off campus, or other authorized non-college activities, when the act occurs on college premises.
    b. Participation in a campus demonstration which disrupts the normal operations of the college and infringes on the rights of other members of the college community;
    c. Leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area;
    d. Intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus or at college sponsored or supervised functions off campus.

11. Abuse of the Student Conduct system, including but not limited to
    a. Failure to obey the notice to appear for a meeting or hearing
    b. Falsification, distortion, or misrepresentation of information
    c. Disruption or interference with the orderly conduct of an administrative hearing
    d. Attempt to discourage an individual’s proper participation in, or use of, the Student Conduct process or to influence the impartiality of a member of the administrative hearing prior to and/or during the proceedings
    e. Harassment (verbal or physical) and/or intimidation of a member of the administrative hearing prior to and/or during the proceedings
    f. Failure to comply with the sanction(s) imposed
    g. Attempt to influence another person to commit an abuse of the Student Conduct system.
UNACCEPTABLE BEHAVIOR RELATED TO WELFARE, HEALTH AND SAFETY

12. Use, possession or distribution of narcotic or other controlled substances except as expressly permitted by law.
13. Public intoxication or use, possession or distribution of alcoholic beverages except as expressly permitted by the law and college regulations as listed in the Alverno College Alcohol Policy listed above.
14. Violation of the Alverno College Tobacco Policy.
15. Illegal or unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals on college premises or at College sponsored events.
16. Refusing to properly evacuate a college facility during a fire alarm or emergency situation or misusing and abusing fire and/or fire emergency equipment.
17. Violation of federal, state or local law on college premises or at college-sponsored or supervised activities.
18. Any form of gambling not approved by law.

UNACCEPTABLE BEHAVIOR OFF CAMPUS

Students are members of the campus, the local community, and the state. As citizens, students are responsible to the community of which they are a part, and the college neither substitutes for nor interferes with the regular legal process. Therefore, action taken in a civil or criminal court does not free the student of responsibility for the same conduct in a college proceeding. When a student has misconduct allegations brought against him/her, either on or off-campus, the college will decide, on the basis of its interest and the interest of the student, whether or not to proceed with its internal review simultaneously or defer action until after the proceedings of the criminal or civil action. While the college has a primary duty to supervise behavior on its premises, there are many circumstances where the off-campus behavior of students affects and warrants disciplinary action. Examples of off campus behaviors that may be addressed through the conduct system include behavior which:

19. Is a criminal offense including repeat violations of any local, state or federal law committed in the municipality where the College is located.
20. Interferes with or is a threat to the safety or welfare of self or others
21. Significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder
22. Is detrimental to the educational interests of the college, places the good name of the college in jeopardy, or which has an adverse impact upon the college community

UNACCEPTABLE BEHAVIOR RELATED TO THE CLASSROOM AND LEARNING ENVIRONMENT

23. Threatening behavior, both in written and electronic form, directed toward any member of the Alverno community that causes a reasonable apprehension of harm to others or disrupt the educational environment. (Alverno community members must report threatening behavior to Campus Safety and to the Dean of Students Office. If appropriate, Campus Safety will call the Milwaukee Police Department. The Assistant Dean of Students will investigate and determine a college response.)
24. Disruptive Behavior as it relates to the classroom and learning environment
   a. Consistently speaking without being recognized;
   b. Interrupting other speakers;
c. Distracting the class from the subject matter or discussion, which may include inappropriate cell phone use;
d. Harassing behavior or personal insults;
e. Failing to maintain civility in discussions;
f. Engaging in side conversations;
g. Using the computer for non-class related functions;
h. Refusing to comply with the directions of the faculty.

COMMUNICATION REGARDING CONDUCT SITUATIONS
All communication regarding conduct situations remain confidential among College officials. Materials relevant to the incident may not be shared with persons outside the College, except for those allowed by FERPA or by written permission from the student. Individuals who have a need to know may be notified. Only the student(s) involved will be given information about the case.

Complainant Notification – In student conduct cases in which a person associated with Alverno College has been mistreated, the Conduct Coordinator or Vice President of Student Affairs may share the results of the meeting with the complainant when appropriate.

Public Communication – As a protection for students involved in the student conduct process, the College withholds information from public communication. The College, however, is free to publish a statement on its action in the event that the case should become a public issue.

Notification of Parents/Guardians - The College supports students assuming personal responsibility and accountability for their actions as they learn to establish their own independence. The College also recognizes that the process of establishing personal independence requires support and, at times, assistance or intervention. In the appropriate circumstances, notification of parents/legal guardians can be a means of support in that transition.

The Vice President for Student Affairs and the Assistant Dean of Students are responsible for determining if and by what means parents/legal guardians will be notified. In general, notification of parents/legal guardians may be indicated in any of the following circumstances:

- The violation involved actual or threat of harm to persons, property, health or safety risk.
- The violation disrupted the educational or community environment.
- The violation involved an arrest in which the student was taken into custody.
- The student demonstrated a pattern of violations – even if they are minor.
- Violations associated with drug or alcohol use could be reasonable cause for notice.
- The student was involved in a group activity off campus and violated college policy with respect to the use and/or consumption of alcohol or drugs.
- The student required medical intervention or transport as a result of incapacitation.
- The violation resulted in or could result in the student being disciplined by the college including but not limited to: housing probation, housing contract cancellation, suspension, or dismissal.

Notification of Outcomes
The outcome of the conduct process is part of the educational record of the accused student and is protected from release under a federal law, FERPA. However, the College observes the legal exceptions as follows:
• Complainants in non-consensual sexual contact/intercourse, sexual exploitation, sexual harassment, stalking, and relationship violence incidents have a right to be informed of the outcome, essential findings, and sanctions of the meeting, in writing, without condition or limitation.

• The College **may** release publicly the name, nature of the violation and the sanction for any student who is found in violation of a college policy that is a “crime of violence,” including: arson, burglary, robbery, criminal homicide, sex offenses, assault, destruction/damage/vandalism of property and kidnapping/abduction. The College will release this information to the complainant in any of these offenses regardless of the outcome.
SANCTIONING GUIDE

The College’s response depends on the nature and severity of the incident and whether or not it can be determined that a policy violation has occurred. If it appears that a policy violation has occurred, the standard conduct process is followed. The College recognizes the right of all parties involved in a complaint to a fair framework for encouraging resolution of complaints. The purpose of a sanction is to provide an educational learning opportunity for the student.

Consequences for Noncompliance of Sanctions
Registration for subsequent semesters will be on HOLD until a student completes the sanctions as determined by the Conduct Coordinator. Failure to comply with any student conduct sanction(s) may result in additional student conduct action.

Sanction Definitions
One or more of the following sanctions may be imposed when a student is found in violation of the student conduct code:
1. **Conduct Warning** – Notice to the student that the behavior is unacceptable and future misconduct may result in further disciplinary action.
2. **Conduct Probation** – A specified period of time during which the student is not in good disciplinary standing. The student may be restricted from leadership positions or from living on campus during college breaks. Failure to maintain behavioral expectations or to comply with sanctions will result in further disciplinary action.
3. **Loss of Privileges** – Denial of a designated privilege for a specified period of time.
4. **Fines** – Monetary sanction which must be paid within a designated period of time.
5. **Restitution** – Student is held responsible for damages to personal or community property through financial compensation or appropriate service.
6. **Educational Sanctions** – This sanction is intended to engage the student in a positive learning experience related to the inappropriate behavior. The sanction allows a student to reflect upon the behavior. Examples include, but are not limited to community service, restorative justice, research paper, presentation of an educational project, one or more Judicial Educator modules, or a personal assessment related to the policy violation.
7. **Immediate Removal from Campus** – A student who presents a threat to their own well-being or to the rights, safety and/or property of others may be subject to immediate removal from campus. The student may not re-enter any campus building or be present on campus without the written permission of the Vice President for Student Affairs or designee. In some cases this may be a temporary measure until further investigation occurs.
8. **Suspension from the Residence Hall** – For a resident student or a non-resident student who violates residence hall policies, the student may be separated from the hall for a specified period of time. Conditions for readmission will be specified if the student is eligible to return.
9. **Suspension from the College** – Separation of the student from the College for a specific period of time. Conditions for readmission at a later date will be specified.
10. **Dismissal from the Residence Hall** – Student is removed and is no longer allowed to live on campus or have visitation privileges for an indefinite period of time. No refunds will be issued.
11. **Dismissal** – Permanent termination of student status. A dismissed student is no longer eligible to attend classes and is Officially Withdrawn from the College. No refunds will be issued.

**Registered Student Organization Sanctions**

Conduct meetings for registered student organizations shall be conducted in a manner similar to the procedures outlined in this document. A disciplinary meeting shall be conducted with at least two members representing the group. The spokespersons may have the group’s Advisor present. In some instances, entire groups may be held accountable and sanctioned by the Conduct Coordinator. If a student organization is associated with a national group, the national group will be contacted to discuss the situation and decide appropriate action. In addition to the sanctions listed above, the following may be imposed for student organizations found in violation of college policies. These sanctions are cumulative and recorded from year to year.

- **Administrative Warning** - A warning to the organization and Advisor that describes the violation and gives them a time period to comply with the sanctions and requirement stipulated.
- **Student Organization Probation** - Formal notice to the student organization that the behavior in question is unacceptable, and that if continued or if other inappropriate behavior follows, the student organization may be suspended.
- **Student Organization Suspension** - A student organization suspension means the student group’s privilege to exist as a registered student group has been revoked. This revocation may be for a definite or indefinite period of time. This status does have budgetary implications for the student organization. In order to be reinstated, the organization must reapply to the Director of Student Activities & Leadership.

**Examples of Possible Educational Sanctions**

*Sanctioning Levels (suggested):*

**Level 1: Basic**
- Service Sanctions: between 1-5 hours of service in a 2 week period
- Educational Sanction: Short Presentation or Paper (5-10 slides, 500-700 words)
- Reflection Paper: 500-700 words, no follow up meeting needed
- Fines: Dependent on Violation

**Level 2: Intermediate**
- Service Sanction: Combination of 2 Level 1 sanctions or 10-20 hours service within a 4 week period
- Educational Sanction: 10-25 slide presentation or 1000 word paper
- Reflection Paper: 700 - 1000 word reflection and follow up meeting on the topic of the reflection
- Fines: dependent on violation and must be combined with another sanction

**Level 3: Significant**
- At this level there should be a combination of at least one basic and one intermediate sanction. There also should be a Residential Life Probation added if a resident student.
Mandatory Health Assessment
An assessment of a student can be mandated by the Assistant Dean of Students or the Vice President for Student Affairs if:

- A student becomes incapacitated as the apparent result of alcohol or other drug use
- Emergency medical personnel are summoned to transport a student to a hospital for emergency care
- The student is transported to the hospital for emergency medical care or refuses to accept such transportation when recommended by the emergency medical personnel
- The student engages in or threatens to engage in behavior causing harm to self or others
- The student’s behavior is disrupting the educational environment.

The student will be required to follow the recommendations of the assessing agency/practitioner as well as those imposed by the Assistant Dean of Students or Vice President for Student Affairs, and sign a release to enable college officials to monitor compliance with the treatment plan. To appeal, read the Rights to Appeal section of the Handbook.

Administrative Withdrawal
This policy is to be used to transition a student to a safer and/or more conducive environment when remaining at the College is not in the best interests of the student or the Alverno community. In most cases, these situations can be handled through voluntary medical withdrawals; however, if the student is unwilling to pursue a voluntary withdrawal or if the situation requires more than a withdrawal from courses (i.e. “Direct Threat” remains), the Assistant Dean of Students or Vice President for Student Affairs may invoke the right to administratively withdraw a student. The college strives to balance concern for the health and welfare of individual students with those of the larger campus community. Alverno will take action for the welfare of the individual student and the College community if a student engages in behavior that

- presents a direct threat of harm to themselves or to others or
- substantially disrupts the learning or working environment of others or
- demonstrates destructive, threatening, or other disruptive behavior or
- poses a danger to life, health, safety, or property or
- causes significant property damage, or
- impedes the lawful activities of others

Procedures
If it becomes evident (through observed behavior and/or by report(s) from faculty, staff, or students) that an administrative withdrawal from the College may be in the best interests of a student, the Assistant Dean of Students will

- Review on an individualized, case-by-case basis all available information obtained from Incident Reports, conversations with students, faculty, and staff.
- Take into consideration the nature, duration, and severity of the risk, and the likelihood, imminence and nature of the future harmful conduct, either to the student or to others and will apply the direct threat analysis.
- Meet with the student (if possible), giving notice to the student of the meeting and providing an opportunity for the student to provide evidence to the contrary and/or to make suggestions for reasonable accommodation(s) short of involuntary withdrawal from the College.
• Consult with the student’s family if the student has a signed waiver indicating permission to share information; or the student behavior constitutes a danger to self or others.
• Review with the VP for Student Affairs, the student’s advisor, and the Director of Counseling and Health Services available information, and make a decision regarding the student’s status.
• Notify the student in writing of any decision made.

If after conversation with the student, appropriate medical professionals and other college officials, the student chooses to withdraw voluntarily, the Advising Office will be notified and they will process the withdrawal.

Potential Responses to the Behavior
The Assistant Dean of Students or the Vice President for Student Affairs reserves the right to take any of the following action:

1. **Call 911** to have the student taken to the hospital to receive appropriate health care.
2. **Contact law enforcement officials** to prevent harm to self or others, or require any further action on the part of the student that is deemed necessary or desirable under the circumstances.
3. **Continue at the College with no restrictions** - The College may take no action if it is decided, based on information presented, that the student be allowed to continue with no restrictions. Care should be taken to advise the student about accommodations and available support services.
4. **Permit the student to continue at the College pending further proceedings** – The College may require the student to meet certain conditions regarding over a specified period of time to remain enrolled. Such conditions could include: stopping classroom disruptiveness, or continuing only if the student participates in supportive services or accommodation arrangements. Failure to comply with the conditions, coupled with further disruptive behavior, may result in additional sanctions or an involuntary medical withdrawal.
5. **Permit the student to remain enrolled at the College subject to conditions but with a review of resident eligibility**– Under certain circumstances, where other students’ living and learning environment is very likely to be disrupted by the student’s behavior, the Assistant Dean of Students can suspend the student from the residence hall.
6. **Employ interim suspension of the student’s studies and/or initiate separation from campus** – If there is a pervasive pattern of disruptive or threatening behavior, the student may be suspended from studies and/or ordered off campus. During the suspension, students are not allowed to participate in any Alverno activities, attend classes, reside in or visit Alverno residence halls, and may not be on campus except to attend meetings related to the case. This interim period allows time for a student to receive needed medical care, and for all parties to obtain an evaluation regarding the student’s capacity to return to the College. If it appears that the student is not capable of understanding the nature or severity of the action, this administrative withdrawal policy may be activated prior to issuance of a determination in the conduct process.
7. **Referral for Evaluation** - The College may refer a student for evaluation by an independent licensed psychiatrist or psychologist chosen by the College within a specified period of time (typically 5-10 days). Students referred for evaluation will be informed in writing with personal and/or certified delivery. A student who fails to
complete the evaluation in accordance with these procedures and/or give permission for the results to be shared with appropriate administrators may be withdrawn. Based on the results of the evaluation, the Assistant Dean of Students may require the student to commit to a treatment plan as a condition for continued enrollment. Alverno may choose to cover all or a portion of the cost of the evaluation.

8. **Involuntary Medical Withdrawal** – A student may be withdrawn if it is determined by a preponderance of the evidence (that it is more likely than not)
   - that medical evaluations following an interim suspension do not support a student’s readiness to return; or
   - that the student is engaging in or likely to engage in behavior which poses a substantial danger to the student, to others or to property
   - indications that the student is unable to engage in basic required activities necessary to obtain an education, or that substantially impedes the lawful activities of others; or
   - that there is a pervasive pattern of disruptive or threatening behavior, or behaviors that are assaultive, suicidal, self-injurious or self-neglectful which present an imminent risk of injury to the student or others, the student may be withdrawn and/or ordered off campus; or
   - that a student fails to complete the required assessment during a medical interim suspension; or
   - that a known condition has deteriorated (e.g. a student with an eating disorder), rendering the student to be in imminent danger or incapable of functioning as a student.

It’s important to remember that continued enrollment at Alverno College is a privilege, not a right. A student permitted to continue at the college is required to follow the recommendations of the assessing agency/practitioner as well as those imposed by the Asst. Dean of Students, and sign a release to enable college officials to monitor compliance with the treatment plan.

**Academic Credit** – Dropped classes will be removed entirely from student transcripts.

**Tuition/Refunds/Housing Fees**
Students will receive a statement from the Business Office indicating how their withdrawal affected their account. An administrative withdrawal does not dismiss students from their financial obligations with the college. Financial obligations could include tuition and fees, room, board outstanding fines, childcare, repayment for financial aid, etc.

If a recipient of student financial aid funds withdraws from the institution during an academic term or a payment period, the amount of grant or loan assistance received may be subject to return and/or repayment provisions.

- Incoming International exchange students attending Alverno follow Alverno College policies for refunds.
- Alverno students attending a foreign university through the Alverno College Exchange Program follow Alverno policies for refunds.
- Alverno Students attending a foreign university through direct enrollment follow the refund policies of the university they are attending or the policies of the third party provider.
International degree or exchange students should work with the Residence Hall Staff to check out of the room. Refunds for Room and Board follow the Residence Hall policies.

Re-enrollment
These procedures are designed to ensure that a health emergency no longer exists and a treatment plan for continuing good health is in place to support the student’s transition back to Alverno, support members of the Alverno community during the student’s transition back to Alverno, and ensure the safety of the student and the College community. The Assistant Dean of Students will inform the student of the decision in regard to granting reentry and if approved, will release the Registration Hold. The student’s advisor will be notified.

In addition to the information that a reapplying student submits, the College may require the student to undergo a medical evaluation by a licensed mental health professional of the College’s choosing. The results of the evaluation must be disclosed to appropriate College personnel. The Assistant Dean of Students reserves the right to require the student to comply with a treatment plan recommended by an outside and/or Alverno College physical/mental health professional as a condition of returning to the College community.

If approved, the student will complete a re-entry form with the Admissions Office.

If the Student Service restriction (Hold #27) is released, the student may meet with the advisor to register for classes.

Academic Credit – Dropped classes will be removed entirely from student transcripts.

Conditions for Re-enrollment after Removal from Campus or Residence Hall
A student who has been removed from the campus or residence halls must request to be re-admitted to the College. A letter to the Vice President for Student Affairs describing the following should be submitted 30 days prior to the start of the desired semester of return:

1. What the student has been doing during their time away from the residence hall or from Alverno
2. What has changed for the student that will assist them to be successful
3. What the student learned in the process
4. What support systems the student has developed (e.g. counseling, support group, group therapy, family support) in order to be successful in this environment
5. What their plans are for successful completion of a degree from the College

A meeting with the Director of Residence Life, Assistant Dean of Students, the Director of Counseling and Health Services, and/or the Vice President of Student Affairs or appropriate College official is required. Reinstatement may be contingent upon satisfactory completion of an evaluation or assessment and application to Alverno College through the Admissions Office or Advising Office may be required.