

STUDENT HANDBOOK

ACADEMIC YEAR
2021-2022



Methodist College
UnityPoint Health



Methodist College Student Handbook 2021-2022



Methodist College
UnityPoint Health



METHODIST COLLEGE
7600 N Academic Drive Peoria, IL 61615
Phone: (309) 672-5513
<http://www.methodistcol.edu>

Accredited by:
The Higher Learning Commission 230 South LaSalle Street, Suite 7-500
Chicago, Illinois 60604-1411
Phone: 800.621.7440 / 312.263.0456
<http://www.hlcommission.org/>

The Bachelor of Science in Nursing and the
Master of Science in Nursing programs are accredited by:
Commission on Collegiate Nursing Education 655 K Street NW Suite 750
Washington, DC 20001
Phone: (202) 463-6930
Fax: (202) 785-8320
www.aacn.nche.edu/ccne-accreditation

The Bachelor of Social Work is accredited by:
The Council on Social Work Education
1701 Duke Street, Suite 200
Alexandria, VA 22314
Phone: (703) 683-8080
Fax: (703) 683-8099
www.cswe.org

The Medical Assistant Certificate program is accredited by:
The Commission on Accreditation of Allied Health Education Programs (www.caahep.org) upon
the recommendation of the Medical Assisting Education Review Board (MAERB).
Commission on Accreditation of Allied Health Education Programs
25400 US Highway 19 North, Suite 158
Clearwater, FL 33763
727-210-2350
www.caahep.org

Methodist College is approved by the state of Illinois to administer the Basic Nurse Assistant
Training Program and Nurse Aide Competency Exam.
Illinois Department of Public Health Education and Training Section
525 W Jefferson St., 4th Floor
Springfield, IL 62761
www.nurseaidetesting.com

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General Information

This handbook is presented as informational only and is not a contract between Methodist College and its students. The information, policies, and procedures contained in this handbook are subject to change at any time with or without notice. The electronic version of this handbook on the Methodist College website is the most current.

All College documents contain current pertinent information. Methodist College reserves the right to make changes as necessary, including changes in requirements, programs, policies, and fees. Changes shall go into effect whenever appropriate with such notice as is reasonable under the circumstances.

The Student Responsibility Statement

As a Methodist College student, I understand that it is my responsibility to engage in professional and ethical behavior and to learn and understand the requirements necessary to complete my bachelor's degree, master's degree, and/or certificate program, including – but not limited to – course requirements, prerequisites courses, grading methods, academic and student policies, administrative procedures, payment and payment arrangements, financial aid policies, and the Methodist College catalog and Student Handbook requirements. Methodist College faculty and staff will provide appropriate assistance to help assure that I am able to complete my chosen degree program efficiently and in a timely manner. However, it is ultimately my responsibility to earn the degree.

Chief Academic Officer Letter



Dr. Eileen A. Setti

Dear Students,

Welcome to Methodist College. The Student Handbook is your tool to navigate “the business” of your education. You are responsible for the content of this policy document, so become familiar with it. You will see references to many positions throughout the Handbook. We are here to help you! Use the Organizational Chart to identify where these positions are located and how they connect. The Methodist College website (About/Directory) will give you a pictorial directory of all employees include title, office phone, and email address.

As always, we are help to assist you on your educational journey. Please ask questions, be proactive in your communication, and be engaged in the life of the college.

Sincerely,

A handwritten signature in black ink that reads "Dr. Eileen A. Setti". The signature is written in a cursive, flowing style.

Dr. Eileen A. Setti

Methodist College
7600 N Academic Drive
Peoria, IL 61615

Mission Statement

Provide quality educational programs that promote the holistic development of a diverse student population to become healthcare professionals. The college is also committed to civic engagement, community service and to meeting the healthcare needs of the diverse population it serves.

Vision Statement

Methodist College will be the premier college of choice for excellence in Health Science and Human Service education within the Midwest.

Values

Healthcare professionals are guided by strong core values. At Methodist College, faculty, staff, and students are dedicated to our values.

Human Dignity

Unconditional respect for the inherent worth, uniqueness, and autonomy of individuals.

Integrity

Displaying strong moral character and acting in accordance with accepted standards of behavior and an appropriate code of ethics.

Inquiry

An active process of exploration and investigation that leads to understanding and construction of knowledge throughout one's life.

Social Justice

Acting in accordance with fair treatment regardless of gender, economic status, race, religion, ethnicity, age, citizenship, disability, or sexual orientation.

Institutional Goals

The faculty and staff of Methodist College are dedicated to achieving the following goals:

1. Create and support a positive, student-centered learning environment.
2. Provide quality instruction and programs.
3. Create quality student support services and programs.
4. Recruit and retain a diverse, qualified workforce.
5. Promote fiscal responsibility and accountability.
6. Provide adequate resources to support institutional mission.
7. Recruit and retain a qualified, diverse student body.
8. Develop collaborative relationships for the benefit of the community.

UnityPoint Health FOCUS Values

Methodist College, as an institution under the UnityPoint Health umbrella, embraces UPH FOCUS values:

F – Foster Unity

Use the skills and abilities of each person to enable great teams. Collaborate across departments, facilities, business units, and regions. Seek to understand and are open to diverse thoughts and perspectives.

O – Own the Moment

Connect with each person, treating them with courtesy, compassion, empathy, and respect. Enthusiastically engage in our work. Be accountable for our individual actions and our team performance. Take responsibility for solving problems, regardless of origin.

C – Champion Excellence

Commit to the best outcomes and highest quality. Have a relentless focus on exceeding expectations. Believe in sharing our results, learning from our mistakes, and celebrating our success.

U – UnityPoint Health

S – Seize Opportunities

Embrace and promote innovation and transformation. Create partnerships that improve care delivery in our communities. Have the courage to challenge the status quo.

Federal Regulations and Compliance

Equal Opportunity/Non-Discrimination

Methodist College welcomes persons from all backgrounds and beliefs to join our College community. We seek to create and foster a sense of community that facilitates the development, both personal and professional, of all students and others who participate in our programs and activities.

Methodist College is committed to providing equal opportunities for all persons regardless of race, color, religion, sex, national origin, sexual orientation, transgender, ancestry, age, disability, marital status, military status or unfavorable discharge from military service, citizenship status, or any other status protected by law (“protected status”). This is reflected in all policies, programs and procedures of the College.

Methodist College complies with federal, state, and local equal opportunity laws and strives to keep the workplace, and all programs and activities, free from all forms of illegal discrimination and harassment, as well as free from all forms of disrespectful conduct even where such conduct does not constitute a legal violation. (See separate policy on Sexual and Other Forms of Harassment and Grievance Procedures for more details.)

Academic Calendar

The Methodist College Academic Calendars for next two years are located on the Methodist College Website at <http://www.methodistcol.edu/academic-calendar-and-catalog.aspx>.

Methodist College Catalog

The Methodist College Catalog is located on the Methodist College Website at <http://www.methodistcol.edu/academic-calendar-and-catalog.aspx>.

Methodist College Organizational Chart

[The Methodist College Organizational Chart is linked here.](#)

College Information

Accreditation and Approval

Methodist College is authorized by the Illinois Board of Higher Education. The Bachelor of Science in Nursing program is approved by the Illinois Department of Financial and Professional Regulation which also approves the graduates of the nursing program to take the National Council Licensure Exam for Registered Nurses (NCLEX-RN®). These entities ensure that the citizens of Illinois have access to quality higher education and that the graduates are licensed as safe to practice nursing.

Methodist College is affiliated with the Higher Learning Commission (HLC) and has maintained an accredited status since 2008. The College's baccalaureate and graduate nursing programs is accredited by the Commission on Collegiate Nursing Education (CCNE). The general purposes of accreditation are to ensure quality, provide access to federal funds, and ease transfer of credit.

The Bachelor of Social Work is accredited through the specialized accreditation offered through the Council on Social Work Education. For more information see www.cswe.org.

The Medical Assistant Certificate program is accredited by the Commission on Accreditation of Allied Health Education Programs (www.caahep.org) upon the recommendation of the Medical Assisting Education Review Board (MAERB)

Continuing Nursing Education Accreditation

Methodist College (OH-343, 6/1/2016) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), which is authorized by the American Nurses Credentialing Center's Commission on Accreditation.

College Memberships

- Methodist College and its programs are members of the following organizations:
- American Association of Colleges of Nursing, Inc. (AACN)
- American Association of Collegiate Registrars and Admissions' Officers (AACRAO)
- American Council on Education (ACE)
- American Health Sciences Education Consortium (AHSEC)
- American Library Association (ALA)
- Association of American Colleges & Universities (AAC&U)
- Association of College and Research Libraries (ACRL)
- Association of Governing Boards (AGB)
- Association of University Programs in Health Administration (AUPHA)
- Consortium of Academic and Research Libraries in Illinois (CARLI)
- Consortium of Hospital-Affiliated Colleges and Universities (CHACU)
- Council of Independent Colleges (CIC)
- Council for Higher Education Accreditation (CHEA)
- Council on Social Work Education (CSWE)
- Federation of the Independent Illinois Colleges and Universities
- The Illinois Association of Colleges of Nursing (IACN)
- Illinois Library and Information Network (ILLINET)
- National Association of Independent Colleges and Universities (NAICU)
- National Association of Student Financial Aid Administrators (NASFAA)
- National Association of Student Personnel Administrators (NASPA)
- National Council for State Authorization Reciprocity Agreements (NC-SARA)
- National College Testing Association
- National League for Nursing (NLN)
- Online Computer Library Center (OCLC)
- Private Illinois Colleges and Universities (PICU)
- Reaching Across Illinois Library Systems (RAILS)

Methodist College Resources

Methodist College Campus Locations

The campus is located at 7600 N. Academic Drive in Peoria, Illinois. The campus encompasses a total of 13 acres, which will accommodate future growth of the institution.

Prairie Sky Apartments

The Prairie Sky Apartment complex is located at 7700 N. Academic Drive, adjacent to the main campus building. The housing complex is available to Methodist College students as well as interns, residents, and college-level students from other local institutions.

Simulation Education

The College has a state-of-the art Simulation Center boasting multiple high and medium fidelity manikins, and a Clinical Practice Center that provides a practice area for students as well as other learning resources.

Campus Store

The Campus Store provides food options for students, faculty, and staff. Scrubs, apparel, and other supplies are also available.

Fitness Center and Recreation Center

All Methodist College students and employees may access the Fitness Center, which is located on the college campus and available for use during campus access hours. Outside guests are not permitted to use the Fitness Center. The Fitness Center is closed when the College is closed and may have reduced hours during scheduled breaks.

The Recreation Center is located across the hall from the Fitness Center and features games and activities for student use.

Tobacco-Free Environment

Methodist College is a tobacco free campus. Students and visitors who smoke on campus are subject to strong disciplinary action.

Campus Life

Residence Life

Prairie Sky Apartments at Methodist College is a student housing development offering convenient, apartment-style student housing for eligible Methodist College students, as well as students from other colleges in the Peoria area. The College has partnered with Cullinan Properties, Ltd. to offer the finest in student apartment living.

These affordable private bedroom options come fully furnished with internet access and a cable television package. The complex is located in the Grand Prairie community of Peoria, which includes retail, entertainment, lodging, and food.

Each apartment has a full kitchen with microwave, stove/oven, refrigerator, and mounted 37-inch television in the living room. A private bedroom includes a twin-sized bed, study desk, and dresser. *Apartment layout varies depending on the style or option selected.*

All floors contain a community lounge for study and social activities. The building has on-campus laundry facilities. The price per unit includes rent, cable/Internet, water, and utilities.

The apartments are staffed with two Resident Advisors (RA) who are responsible for facilitating a safe and secure community environment conducive to supporting the Methodist College mission.

Room assignments for Residential Life Priority for room assignments will be based on the following factors:

- Assignment is dependent upon space availability.
- First priority is extended to current residents, then based on date of application.
- Continuing senior residents have priority over junior residents; continuing junior residents have priority over continuing sophomore residents; continuing sophomore residents have priority over continuing freshmen residents.

Residential Life Community Standards

Policies are provided to residents in the signed housing lease and in the Resident Manual. Residents should understand that violations of the housing contract or policies in the Resident Manual will result in disciplinary actions as serious as expulsion from the apartments. Additionally, a resident may also be subject to disciplinary action under the Student Code of Conduct. For more information, please contact a Resident Advisor or the Director of Student Affairs and Diversity Equity and Inclusion.

Residence at Methodist College is limited to Prairie Sky Apartment residents with current leases and their guests, within reason. Overnight guests are permitted only with approval of apartment mates and are restricted from remaining for periods of greater than a few days.

Student Health Insurance

Methodist College does not provide any direct student health insurance to its students. We recommend that students maintain healthcare coverage to provide access to care as needs occur. Students are responsible for making the best decision regarding this coverage. Healthcare.gov is a website that provides information on attaining coverage: www.healthcare.gov.

Students who require healthcare are personally responsible for any expenses. Students in clinical programs may be exposed to infectious diseases or may experience a physical injury. In all cases, the cost of care is the responsibility of the student.

Solicitation

Organizations may promote or sell merchandise or services in the resident floors and College common areas only if approved through the Director of Student Affairs and Diversity Equity and Inclusion. The request should be submitted 10 business days prior to the event. The Director of Student Affairs and Diversity Equity and Inclusion and Chief Academic Officer, in collaboration with the Chancellor's Leadership Team as needed, are responsible for the final decision.

Client Confidentiality

Methodist College students who engage in clinical, field placement, or practicum experiences must maintain confidentiality of their clients' private health information. Breaches of confidentiality are subject to the Code of Conduct policy. Federal regulation governs protected

health information. More information about this is available in the Health Insurance Portability and Accountability Act of 1966 (HIPAA). Students are responsible for compliance with the policy stated in its entirety later in this Student Handbook. Students are also subject to the codes of ethics and professionalism pertinent to their course of study.

Student Organizations

Student Government Association (SGA)

The Methodist College Student Government Association (SGA) is a governing organization of the student body and serves to meet the needs of student constituents. Methodist College students serve as officers and representatives for their peers to enhance their experience at Methodist College, both inside and outside of the classroom.

Student Nurses' Association

Methodist College Student Nurses' Association (SNA) serves as the local chapter of the National Student Nurses' Association. There are a variety of opportunities for students to develop themselves as both leaders and future professional nurses. The SNA meets regularly throughout the academic year and invites new students to attend a meeting for an introduction to the SNA.

Multicultural Student Union (MCSU)

The purpose of the Multicultural Student Union (MCSU) is to foster unity and a climate of inclusion for all current patrons and alumni at Methodist College. The group promotes academic excellence, professional development, leadership, and community engagement. MCSU provides multi-cultural programming that is intentional and requested by the student body of Methodist College.

Honor Societies

Sigma Theta Tau Honor Society



Sigma Theta Tau International
Honor Society of Nursing®

Sigma Theta Tau International (STTI) is the only worldwide International Honor Society of Nursing. STTI promotes global health through nursing knowledge, scholarship, and a commitment to professional development. The Methodist College Phi Phi chapter is one of 486 existing STTI chapters with members in more than 90 countries.

It is both an honor and a privilege to be a member of an organization that represents excellence in nursing. Membership is by invitation and is extended to baccalaureate prepared nursing students as they near program completion based on individual achievement and leadership abilities. For more about this outstanding organization and its support of the advancement of nursing, visit the website at <http://www.nursingsociety.org>.

Phi Kappa Phi Honor Society



Phi Kappa Phi is a nationwide honor society with over 300 chapters in the United States and the Philippines. This honor society was founded to recognize excellence in all academic disciplines. The Society's mission is "To recognize and promote academic excellence in all fields of higher education and to engage the community of scholars in service to others." Methodist College was installed as the 353rd chapter.

Membership is by invitation and is extended to students who represent academic excellence. For more information about Phi Kappa Phi, visit www.PhiKappaPhi.org.

Student Support

Academic Advising

The mission of the advising program at Methodist College is to empower students to become self-directed learners and decision makers who will develop and implement sound educational and career plans consistent with their personal values, goals and career aspirations in healthcare. Collaborative relationships between students, advisors and faculty mentors will assist students in the successful transition to college life and develop students' appreciation for the academic community to which they belong.

Center for Student Success

The Center for Student Success (CSS) is located on the west side of the Methodist College campus and offers free academic assistance to all currently enrolled students in a welcoming and supportive environment. With a mission of inspiring students to develop skills and strategies to become successful, independent learners, professional and peer/student staff are available to meet student needs and trained in providing tutorial assistance for a variety of subjects. The CSS aims to support students in an e-learning environment; therefore, a multitude of online resources are available 24/7 in addition to virtual appointments and instant text or chat services during regular business hours. Empowering all students to realize their academic potential and ultimate success is the CSS vision; all services, physical spaces, virtual resources, and collaborative activities are thoughtfully crafted to help facilitate a transition from that vision to each student's reality.

Personal and Career Counseling

In an effort to promote the holistic development of the student, Methodist College recognizes that students may need counseling services to better manage personal or student-related stress. In the Office of Access, Support, and Inclusion Services (O.A.S.I.S), Methodist College employs a licensed counselor to assist students with their mental health needs. The Student Counselor also provides career counseling services to students including career exploration and preparation.

Simulation and Clinical Practice Centers

The Methodist College Simulation Center and Clinical Practice Center (CPC) provide a safe learning environment for students of all programs to grow in skill development, critical

thinking/clinical reasoning, professionalism, and communication. This is accomplished through the use of patient simulators, instructional technology, and the application of evidence-based scenarios that facilitate the transition from theory to practice. Simulation supports the development of clinical assessment and decision-making in clinical practice. Students are supervised by experienced professional staff and faculty while gaining confidence to perform all functions of their role. Check the schedule for hours of operation and guided practice sessions. These Centers are closed on days Methodist College is closed.

Textbooks

Methodist College provides an online textbook ordering service where students can purchase textbooks, supplies, and other miscellaneous items. Each term's official textbook list can be found here:

https://bookstore.mbsdirect.net/vbm/vb_home.php?FVCUSNO=36174&url=methodistnursing.htm

Book Vouchers

Book vouchers are available through MBS Direct, Methodist College's online bookstore, to any and all students with excess financial aid either "pending" or "paid" to their ledger. Book vouchers are available to students within a reasonable time of the semester start date. It is the choice of the student whether or not to utilize the voucher. If they choose to use a book voucher, the amount of their book purchase will be added to their ledger. The student is ultimately responsible for the purchase of their books in case of the reduction or elimination of all or a portion of their financial aid. No book vouchers will be issued to any student after the semester has begun, unless due to an error by the College.

Career Placement

All students are assisted with career placement prior to graduation from Methodist College. In addition, recruitment fairs attended by area hospitals and healthcare institutions provide the students with a variety of job opportunities. Services include mock interviews, resume development and review, cover letter preparation, dress for success coaching, and a listing of open positions for graduating students and full and part-time positions current students may qualify for. Students may contact the OASIS for assistance with career placement.

Disability Services

Services, including accommodations and limited auxiliary services, are offered for students with documented disabilities. A student with a disability who believes he or she needs an accommodation should contact the ADA coordinator in the Office of Access, Support, and Inclusion Services (O.A.S.I.S) located in room W160. It is the responsibility of students with disabilities to disclose the disability, request needed accommodations, and provide appropriate documentation.

Lactation Room

Methodist College strives to offer support and flexibility to nursing mothers to express their breast milk during school and work hours.

The College has designated a private and sanitary location on campus so that employees and students may express their milk during business hours. The designated lactation room is located in the room next to the East restrooms. The lactation room provides an electrical outlet, chair, table,

refrigerator, and hot running water and soap in the room.

Breastfeeding employees and students are responsible for keeping the general lactation room clean for the next user. Nursing mothers who feel they have been denied appropriate accommodations are encouraged to contact Human Resources.

Technology on Campus

Electronic Communication Expectations

At the time that new students participate in orientation to the College, they are given an official Methodist College email address. This address is the official means of electronic communication for faculty and staff seeking to share information with students. The portal in CAMS is used to communicate academic performance and financial information.

Students are responsible for the information shared with them by Methodist College staff, faculty, and administration. The College recommends students check their email daily to ensure they are able to receive this information in a timely manner.

System Accounts

User IDs and Passwords are required to access the College and UnityPoint Health information system resources in order to ensure access is limited to authorized users. Users are responsible for maintaining the confidentiality of their passwords.

Computer Laboratory

There is one computer laboratory for students that is equipped with personal computers and printers. Access to the Internet, EPIC (electronic medical record system), and a variety of software including interactive computer learning programs are available. No food or drink are permitted in the computer laboratory.

Printing on Campus

Each semester, students will receive a 300-page balance to be used for printing and copying. Each student will be assigned a copier code to gain access to the copier. Once you exceed your balance of 300 pages you will no longer be able to print and copy until you add more pages to your account. You can add more pages to your account by going the Welcome Window W104. The cost for more pages is \$0.10 (10 cents) per page. The minimum amount that can be added is \$5.00 each time. Cash payments of up to \$20.00 will be accepted. Transactions more than \$20.00 require a check.

Page Balance Information

- If you purchased pages and have a balance at the end of the semester, it will carry over to the next semester.
- If you purchased pages and have a balance when you leave Methodist College, no refund will be given.
- If you have a balance from the original 300 pages, it will carry over for continuing students.
- If a continuing student has a negative balance, that balance will be subtracted from the 300 pages given to each student at the beginning of the semester.

- If you have a negative balance when you leave Methodist College, it will be added to your bill.

Computer and Internet Requirements for Students

Every program, excluding Nursing Assistant, requires students to complete work on a computer. Just like textbooks, attendance in class, and appropriate study time--a computer and reliable internet access is critical to a student's success. The College offers periodic laptop check-ups to assist students in determining if their laptop meets the minimum specifications. Please review the Student Handbook for each program for the required computer requirements.

Post-Baccalaureate Options

Graduate School Information

Methodist College offers a Master of Science in Nursing which is designed for students seeking an advanced degree in nursing. Students have four program options to choose from:

- Master of Science in Nursing: Nurse Educator
- Nurse Leader Executive
- Generalist
- Pre-licensure

More information can be found in the [Graduate Catalog/Handbook](#).

Safety and Security

Campus Safety

Methodist College strives to provide a safe and secure campus and to keep the public informed about crime on its campus in accordance with the requirements of Public Law 101-542, Title II, 1990 (Clery Act). Campus crime statistics are reported annually on the Methodist College website.

Methodist College Campus Safety is authorized to help maintain a safe environment by protecting life and property. Security officers have the same arrest powers as private citizens, in accordance with Illinois law.

Any suspicious activity or serious crime should be reported immediately to the Campus Safety Office. The Chief of Campus Safety will notify Methodist College community in the event of the threat of a serious crime or if a serious crime occurs.

The Campus Safety Office is located at the main entrance of the campus. Uniformed officers are available to respond to employee, student, and visitor needs Monday through Friday from 6:00am to 11:00pm and Saturday and Sunday from 6:00am to 8:00pm. These hours may change due to unforeseen circumstances, holidays, or college closures. Change in hours will be reported to the campus community as soon as possible. The College is locked with access by approved employee and student name badges. Individuals concerned about his/her personal safety may request an escort from the Security Office. An officer will walk with or drive the individual to his/her destination.

In addition, campus security is maintained by using security cameras to monitor entrances and parking lots. This is monitored in the Campus Safety Offices.

Campus Safety maintains visibility by patrolling the campus regularly on foot or in marked security vehicles. To help maintain a safe and secure campus, reasonable precaution for one's safety needs to be exercised by faculty, students, staff, and visitors.

Campus Safety can be reached at (309) 672-4500.

<i>Parking</i>	
(P) Park in visible areas.	(S) Start your car after locking doors.
(A) Ask for an escort.	(A) Always have your cell phone with you.
(R) Remove valuables from car.	(F) Find your keys before you walk.
(K) Keep calm and ready.	(E) Examine your surroundings and car.

Commencement

Ceremonies: Methodist College conducts commencement ceremonies in December and May. August graduates are welcome to participate in the December ceremony.

Regalia: College approved cap and gown commensurate with degree. Cap may be decorated, but no vulgar language or pictures will be allowed.

Attire: Business casual must be worn. Skirts or dresses must be of conservative length, lower than mid-thigh; no sagging pants, no blue jeans. No t-shirts or graphic shirts. Shirts/dresses should not be low cut exposing cleavage or exposing mid-drift area.

Shoes: Appropriate for a variety of floor surfaces, obstacles, and manipulating stairs. No flip flops, athletic footwear, or beach style sandals. (No extremely high heels due to walking across an area where there may be minor obstacles such as area carpeting, cord covers, and so forth to navigate.

Stoles & Cords: Must be approved college cords, (honor cords, club cords, etc.) All other cords or stoles must be approved by the Director of Student Affairs and Diversity Equity and Inclusion prior to the ceremony.

Anyone not following the guidelines may be asked to change their clothing or not be allowed to participate in the ceremony. This is to promote an atmosphere of professionalism and for the safety of everyone. Anyone wearing stoles and cords that are not approved will be asked to remove them.

Student Bereavement Guidelines

Methodist College provides students with excused absences in order to make arrangements and/or attend the funeral of an immediate family member.

A. Definition:

For the purpose of this guidance, an immediate family member is defined as:

- a. Mother (stepmother, mother-in-law, and stepmother-in-law)
- b. Father (stepfather, father-in-law, and stepfather-in-law)
- c. Sister (stepsister, sister-in-law, stepsister-in-law, half-sister)
- d. Brother (stepbrother, brother-in-law, stepbrother-in-law, half-brother)
- e. Spouse/Domestic Partner
- f. Child (stepchild, child-in-law or foster child)
- g. Son-in-law or Daughter-in-law
- h. Grandparents (includes your and your spouse's grandparents, step grandparents, great grandparents and in-laws)
- i. Grandchild (includes great grandchild and step grandchild)
- j. Guardian (or legal ward)
- k. Person residing with employee or employee resides with

B. Term of Guidelines:

Eligibility: Students enrolled at Methodist College are eligible to receive this benefit.

Qualifying Reasons: Students may be entitled to receive this benefit upon death of a family member.

Benefit:

Students receive a maximum of three (3) consecutive excused absences, not including weekends* or holidays, for the death of an immediate family member.

*Unless the student is enrolled in a weekend program (i.e. Second degree, MSNPL, etc.)

Travel Considerations:

If travel is required, students will be granted the following additional days of excused absences to account for travel considerations:

- a. Verified funeral services within 150 miles of Methodist College campus - 0 business days
- b. Verified funeral services between 150-300 miles from Methodist College campus - 1 business day
- c. Verified funeral services over 300 miles from Methodist College campus - 2 business days
- d. Verified funeral services outside the 48 contiguous United States - 3 business days

C. To Request Bereavement Leave:

In the event that a student experiences a death of an immediate family member or relative as defined above, the student will be excused from class for funeral leave, subsequent bereavement, and/or travel considerations. The student will provide appropriate documentation and arrange to complete missed classroom work as soon as possible

according to the process outlined below.

Appropriate documentation may include an obituary or death notice.

If a student will be absent because of a death, the student is responsible for notifying the Director of Student Affairs and Diversity Equity and Inclusion (DOS) office prior to their absence if possible pending the circumstance. Student shall visit and complete the following student bereavement request [form](#) for their request to be processed.

The DOS will communicate with the individual's course instructors of record about the absence and the reason for the absence. Upon receiving proper documentation regarding the death and relationship, the DOS will provide this documentation to each of the course instructors, if requested. The DOS may ask for additional documentation if necessary.

Upon notification of the absence, each faculty member shall excuse the student from class according to these guidelines and provide an opportunity to complete missed exams, quizzes, and other required work. Ultimately, the student is responsible for all material covered in class and must work with each individual professor as soon as they return to complete any required work.

In the event that a death occurs to a family member or friend that is not specifically covered by the guidelines, students can communicate the circumstances to the Director of Student Affairs and Diversity Equity and Inclusion (DOS) to determine on a case-by-case basis if it is covered by these guidelines.

Students are reminded that Methodist College offers free mental health counseling services to all students. To inquire about counseling services please email counseling@methodistcol.edu.

Student Policies

Student Bill of Rights and Responsibilities

Methodist College administration, faculty, and students support the Student Bill of Rights and Responsibilities that was initially adopted by the National Student Nurses' Association in 1975 and amended in 1999 and 2006. Any violation of this Bill may be brought to the attention of the Student Government Association, which is the liaison between the administration and students.

Students have a right to a sound education:

- A. A right to and a responsibility for having a creative educational opportunity;
- B. A right to and a responsibility for having the highest quality practitioner-teacher;
- C. A right to and a responsibility for achieving input into curriculum planning;
- D. A right to and a responsibility for achieving self-directed learning;
- E. A right to and a responsibility for achieving equal participation in all areas of clinical practice; and,
- F. A right to and a responsibility for participating in interdisciplinary activities.
- G. A right to and a responsibility for ensuring peer review and self-evaluation through due process.

Students have the right and responsibility to organize and participate in an organization directed toward achieving professional goals:

- A. A right to and a responsibility for facilitating change in health care delivery through various channels;
- B. A right to and a responsibility for assembling and exploring fundamental and current professional issues and concerns;
- C. A right to and a responsibility for organizing in a flexible structure to encompass and represent diversity and inclusion with regard to current professional issues and concerns; and
- D. A right to and a responsibility for fostering better collaboration between education and practice

Family Education Rights and Privacy Act Policy (FERPA)

The Family Educational Rights and Privacy Act (FERPA) provides students certain rights with respect to protecting the privacy of their education records. They are:

- A. The right to inspect and review the student's education records within 45 business days of the day the Methodist College (the "College") receives a request for access. Students should submit to the Registrar a written request that identifies the record(s) they wish to inspect. The Registrar will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the Registrar, that official shall advise the student of the correct official to whom the request should be addressed. This right, however, may not be used to inspect and review the financial records of a student's parents or confidential letters and statements of recommendation as to which the student has waived his or her right to inspection and review and the letters and statements related to admission to the College, application for employment or receipt of an honor.
- B. The right to request an amendment of the student's education record that the student believes is inaccurate, misleading, or in violation of the student's right to privacy. Students desiring an amendment to their education record should write the College official responsible for maintaining the record, clearly identify the part of the record they want changed, and specify why it is inaccurate, misleading, or in violation of the student's privacy. The student's right to request amendment may not be used to challenge grades.
- C. The right to a hearing regarding the request for an amendment of the student's education records. If the College decides not to amend the record as requested by the student, the College will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing. If, as a result of the hearing the College decides the information in the record is inaccurate, misleading or otherwise in violation of the student's privacy rights, the record will be amended accordingly. If the request for amendment is denied, the student will have the right to place a statement in the record commenting on the contested information in it or stating why the student disagrees with the decision of the College, or both. Any such statement will be maintained with the contested part of the record for as long as the record is maintained and will be disclosed whenever the College discloses the portion of the record to which the statement relates.
- D. The right to prevent the College's disclosure of the student's personally identifiable information from the student's education records in most circumstances. Except to the extent that FERPA authorizes disclosure without consent, the College must obtain the written consent of a student before disclosing that student's personally identifiable information contained in the student's education records. Where required, a student's consent must specify the records to be disclosed, the purpose of the disclosure, and the party or class of parties to whom disclosure may be made. FERPA, however, permits the disclosure of the student's information without his or her consent in certain specified circumstances. Those circumstances include, but are not limited to, the following:
 - a. The College may make disclosures to school officials with legitimate educational interests. A school official is a person employed by the College in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company

with whom the College has contracted (such as an attorney, auditor, or collection agent) institutional services or functions that the College would otherwise use employees to perform; a person serving on the Board of Directors; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. A school official must be under the direct control of the institution with respect to the use and maintenance of information from education records.

- b. The College also may make disclosures to parents in three situations. First, disclosure of a student's personally identifiable information to parents, as well as to others with a need to know, is permitted without a student's written consent in the event of a health or safety emergency. The College may disclose education records in an emergency if the College determines that there is an articulable and significant threat to the health or safety of the student or other individuals. Second, disclosure of a student's personally identifiable information is permitted to parents of the student if the student is a dependent pursuant to Section 152 of the Internal Revenue Code of 1986 and notice is given to the student that a parent has requested such information. Third, disclosure of a student's personally identifiable information to parents is permitted without the student's written consent if the student is under age 21 at the time of the disclosure and has violated a law or College rule or policy governing the consumption or possession of alcohol or a controlled substance.
 - c. The College also will disclose educational records to officials of another postsecondary institution where the student seeks or intends to enroll, or where the student is already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer.
- E. The right to opt out of the disclosure of directory information.
- a. Pursuant to FERPA, the College has classified certain personally identifiable information as directory information, which may be released without the student's consent. The College defines directory information as the student's name, local and home addresses, telephone number, e-mail address, place and date of birth, dates of attendance, enrollment status, degrees and awards received, participation in organizations or activities, and previous educational institution attended. The release of this information may be in written or electronic form, including images of the student.
 - b. FERPA permits the College to limit the disclosure of directory information to specific parties, for specific purposes, or both. In the exercise of that authority, the College may release all directory information to members of the College family, defined as administrators, faculty, employees and directors. Other releases will be limited to those situations in which the College, in its discretion, believes the release would recognize a student for academic or extracurricular achievement or otherwise advance the student's career interests or when the College believes the release would serve to advance the interests and image of the College. Examples of such releases would be the disclosure of directory information to prospective employers, financial aid and scholarship agencies or registry, licensure or certification services. Another example would be the release of directory

information in connection with College sanctioned alumni affairs.

- c. Students who wish to restrict the release of certain directory information must submit the appropriate form to the Registrar during the first ten business days of each academic term. This form can be found at the Office of the Registrar. Upon receipt of such request, the Office of the Registrar will designate that the student's directory information is confidential and not to be released outside the College except to individuals, institutions, agencies and organizations as otherwise authorized by FERPA. The College will honor all requests to withhold any of the categories of directory information listed above but cannot assume any responsibility to contact the student for subsequent permission to release information. Nondisclosure will be enforced until the student subsequently authorizes its release. A student may not, however, opt-out of disclosure of the student's name, institutional e-mail address, or electronic identifier in the student's classroom. Regardless of the effect on the student, the College assumes no liability for honoring the request of the student to restrict the disclosure of directory information.
- F. 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. The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue
SW Washington, DC 20202-59

Health Insurance Portability and Accountability Act (HIPAA)

Methodist College faculty, staff, and students adhere to all HIPAA regulations.

Authority for Use or Disclosure. A covered Entity may only use and/or disclose the Protected Health Information (“PHI”) of an individual as follows: (i) when the use/disclosure is expressly allowed by HIPAA without the authorization of the individual, and is consistent with other state or federal laws, or (ii) with the written authorization of the individual.

No Authorization Required. In certain situations, HIPAA allows Covered Entities to use and disclose PHI without the authorization of the individual if such use/disclosure is not otherwise prohibited by state or federal law. However, specific rules apply to how and when these uses and disclosures can be made. The following is a list a few examples where an authorization is not required for certain uses and/or disclosures of PHI if (i) the Covered Entity otherwise complies with the specific rules regarding how and when the use or disclosure of PHI may be made, and (ii) the use/disclosure is not prohibited by state or federal law.

- A. To the individual.
- B. For the treatment of the individual.
- C. To conduct the Health Care Operations of the Covered Entity.
- D. Certain unintended, incidental disclosures.
- E. Certain PHI in the following examples after giving the individual the opportunity to agree or object to the disclosure, as applicable.
- F. To family members, relatives, or personal friends involved in the individual care.
- G. To aid in disaster relief efforts.
- H. When required by law.
- I. When needed for certain public health activities.
- J. About victims of abuse, neglect, or domestic violence.
- K. For judicial and administrative proceedings.
- L. For law enforcement purposes.
- M. To advert a serious threat to health or safety.
- N. A Limited Data Set for Research, public health or Health Care Operations if the covered entity enters into a data use agreement with the recipient of the PHI.

Authorization Required. If the contemplated use or disclosure is not expressly authorized by HIPAA, the Covered Entity must obtain a written authorization from the individual, which meets the requirements of HIPAA or other applicable state or federal law, in order to use or disclose the PHI. The following is a non-exclusive list of uses or disclosures that require an express authorization from the individual:

- A. For marketing (with certain exceptions).
- B. In certain situations for Research (with some exceptions).
- C. Treatment records relating to substance abuse (with certain exceptions).
- D. Treatment records relating to mental health conditions (with certain exceptions).
- E. Psychotherapy Notes (with certain exceptions).
- F. Records relating to a patient’s HIV/AIDS status or treatment for HIV/AIDS (with certain exceptions).

Patient Rights. HIPAA also gives patients certain rights with regard to their PHI. Specifically, individuals have the right to:

- A. Receive a written copy of the Covered Entity's Notice of Privacy Practices.
- B. Inspect and copy their medical records (except Psychotherapy Notes and certain other documents).
- C. Request an amendment to their medical record if information contained in the medical record is incorrect.
- D. Make a complaint to the Covered Entity if the individual believes his/her privacy rights have been violated.

A Covered Entity may not require an individual to waive any of these rights as a condition of treatment.

- A. De-Identification of PHI. In lieu of complying with the restrictions on uses and disclosures of PHI imposed by HIPAA, a Covered Entity may de-identify PHI.
- B. Minimum Necessary Requirement. With certain exceptions, a Covered Entity is required to take reasonable steps to only disclose the minimum amount of PHI necessary to accomplish the intended purpose.
- C. Safeguards. A Covered Entity is required to put in place reasonable safeguards to prevent improper use or disclosure of PHI.
- D. Privacy Officer. A Covered Entity is required to designate a Privacy Officer who is responsible for the privacy policies and procedures at the Covered Entity and a contact person or office that is responsible for receiving complaints on privacy issues.
- E. Business Associates. A Covered Entity is required to have business Associate Agreements with persons or entities that perform a function on behalf of the Covered Entity involving the use or disclosure of PHI.

Training

- A. Methodist College must train all the employees of its Workforce on its privacy and security policies and procedures, as necessary and appropriate for the employees to carry out their respective job functions.
- B. Such training must be completed within a reasonable period of time after starting employment.

No Intimidation or Retaliation. A Covered Entity may not intimidate, threaten, coerce, discriminate against, or take other retaliatory action against an individual for:

- A. Filing a complaint with the Secretary of Health and Human Services, its designee, or with the Covered Entity.
- B. Exercising any of his/her rights under HIPAA.
- C. Testifying, assisting or participating in any investigation or compliance review relating to the Covered Entity's HIPAA compliance.
- D. Opposing any act or practice which is prohibited by HIPAA, if the individual has a good faith belief that the practice is unlawful and the manner of the opposition is reasonable and does not involve a disclosure of PHI in violation of HIPAA.

Pregnancy Disclosure

A student who is, or becomes, pregnant is strongly encouraged to notify the Title IX Coordinator and her course instructors as soon as possible. By doing so, the student, instructors, and the Title IX Coordinator can collaborate and develop an appropriate plan for the continuation of the student's education in light of the unique nature of the College's nursing and health sciences programs and their clinical requirements, as well as particular challenges the student may face while pregnant or when recovering from childbirth (e.g. missed classes, make-up work, etc.). However, the choice to declare a pregnancy is voluntary, and a student is not required to disclose this information to the College.

Options After Disclosure

Once a student has voluntarily decided to disclose a pregnancy to the College, the student will have several options, as described below. The Title IX Coordinator will meet with the student and instructors (as needed) to discuss the options and plan for completion.

A. Continue in the program

If a student decides to continue in the program and desires to have any adjustments to her academic program due to the pregnancy, the student should discuss the requested adjustments with the course instructor and Title IX Coordinator. Such adjustments, if any, will be documented on the form in Addendum A which will be signed by both the student and the instructor. Additional requests for adjustments may be made to the instructor and/or Title IX Coordinator as needed throughout the course of the pregnancy and delivery/recovery.

B. Request a leave of absence

- a. A leave of absence due to pregnancy may be for various amounts of time depending on a student's particular circumstances. Such a leave may be extended if deemed medically necessary by the student's physician.
- b. Due to the structure of the College's nursing and health sciences programs, the timing and/or length of the student's leave of absence may result in the student being required to re-take or finish the course(s) in a future term.
- c. If taking a leave of absence due to a pregnancy, the Education Plan in Addendum B will be discussed with student, instructor, and Title IX Coordinator.
- d. Leaves of Absence are processed through the Office of the Registrar.

C. Withdraw from the College

The student may, in her sole discretion, determine that she must withdraw from the College for an indefinite period of time or permanently due to her pregnancy. Normal College withdrawal procedures, and readmission procedures (if applicable), apply.

A student who has questions about this policy or who is concerned about its implementation should contact the Title IX Coordinator, who is identified on the Methodist College website (www.methodistcol.edu) in the *Quick Links* section.

Addendum A
Continuation in Program after Disclosing Pregnancy

I. Acknowledgements

By signing this form, _____ (“Student”) acknowledges the following:

- She has voluntarily disclosed her pregnancy to Methodist College (the “College”) and intends to continue pursuing her degree in the College’s program.
- She understands there are other options available, including taking a leave of absence.
- She understands there are potential risks to her and/or her fetus by continuing in the program. The College has advised Student to consult with her doctor to discuss these potential risks.
- She assumes all responsibility related to these risks and any resulting losses or costs, including medical treatment and costs thereof.

II. Adjustments to Program

[In this section, describe any adjustments that have been discussed and will be implemented based on the student’s pregnancy. Note if there have been no adjustments implemented at the time of signature.]

A.

B.

- C. The student may request additional modifications at any time by contacting the instructor and another interactive meeting will occur.

The College and Student do hereby agree to the above.

[INSERT NAME], Student

Date

[INSERT NAME], [INSERT POSITION TITLE]

Date

Addendum B

Education Plan for Pregnancy Leave

Methodist College (the “College”) and _____ (“Student”) have agreed to the following conditions related to the Student’s leave of absence related to her pregnancy. Student’s leave of absence is scheduled to begin on _____ and she is anticipating a return to school _____. Student and the College acknowledge that Student may take a longer leave if it is deemed medically necessary by her doctor, and the parties agree to meet and discuss this Education Plan if that occurs.

I. Academics

[In this section, discuss where Student currently stands academically, what adjustments to her courses/degree track will be necessary because of the leave of absence, what classes she will be enrolled in upon return, etc.]

A.

B.

C.

II. Financial Aid/Scholarships

[In this section, discuss current financial aid/scholarship/funding situation and any implications from taking leave.]

A.

B.

C.

III. Additional Matters

[In this section, discuss any additional matters that are relevant to a particular situation. Among other things, consider including if a student must meet any specific requirements to be readmitted (e.g., Upon expiration of Student’s leave of absence her readmission is guaranteed, provided she ... [insert specific reasonable requirements, as appropriate]).

A. Student agrees to contact _____ by ____ [days/weeks/months] in advance of her return in order to ensure a smooth transition back to school.

B. Student will not be required to pay any application or readmission fees related to her readmission to the institution.

The College and Student do hereby agree to the above.

[INSERT NAME], Student

Date

[INSERT NAME], [INSERT POSITION TITLE]
Methodist College

Date

File Sharing/Transfer

All electronic files created, sent, or retrieved from or through the Iowa Health System, d/b/a UnityPoint Health (“UPH”), Methodist College, or research conducted at UPH affiliates, or any other business use are the property of UPH and its affiliates. Users of the UPH systems should have no expectation of or right to privacy in any type of file sharing/transfer. All use of file sharing and/or transfer must comply with the UPH file transfer procedures and rules.

File sharing or transfer refers to movement of electronic data in a structured format (file) between two or more entities inside or outside the UPH network, referred to as file transfer in this policy.

All UPH affiliate facilities including, but not limited to, hospitals (see attached Addendum A), ambulatory surgery centers, home care programs, physician practices, all UPH and affiliate departments and covered group health plans, as applicable. References to UPH in this policy include UPH, its affiliates, and all organizations more than 50 percent controlled directly or indirectly by UPH. This Policy also applies to all external entities for which UPH provides file transfer services and personally-owned devices used to create, send, or retrieve UPH information.

This policy does not apply to routine transfer of files using the electronic mail system.

The purpose of this policy is to:

- A. Protect Methodist College, its personnel, its employees, its students and its resources from the risks associated with the use of file transfers;
- B. Define appropriate rules for secure use of file transfer systems, including access and use from home or other secure external locations;
- C. Describe the expectations associated with the use of file transfer systems consistent with other Methodist College policies including, but not limited to, those prohibiting harassment and discrimination; and
- D. Define UPH/Methodist College preferred tools to complete file transfers.

The definition of Cybersecurity (or Cyber Security) is the collection of tools, policies, security concepts, security safeguards, guidelines, risk management approaches, actions, training, best practices, assurance, and technologies that are used to protect networks, computers, programs and data from attack, damage, or unauthorized access.

Purpose of File Transfers

The UPH file transfer systems and all electronic messages passing through or stored within the systems are the property of UPH and should be used primarily as a business tool to facilitate communications and to exchange information needed in the performance of job duties. The file transfer systems are to be used for legitimate business purposes only. Personal use of UPH file transfer systems is prohibited. UPH reserves the right to apply uniform and consistently enforced controls over its file transfer systems to the extent such controls are necessary to maintain production and discipline as permitted by law.

Approved Tools

UPH recognizes the need to have a consistent approved toolset to share/transfer files with third parties during normal business functions. All tools are required to comply with Policy, 1.IT.17

Encryption. UPH has approved the use of the following tools for file transfers/sharing.

- A. Microsoft OneDrive
 - a. Used for internal file transfers with other UPH resources only
 - b. Should not be used to share outside with UPH
- B. Teams/SharePoint
 - a. Used for internal/external file sharing for specific needs
 - b. Any access must be approved by internal UPH staff
 - c. Exceptions will be allowed on a case by case basis with approval of the security and compliance teams
 - d. All exceptions will have an end date that defines when the exception will no longer be in use (within 1 year)

Unapproved Tools

No person shall install or attempt to install peer-to-peer file-sharing software on any company-owned computer. This rule informs all UPH employees, clients, customers that the use or installation of peer-to-peer (“P2P”) file sharing or any other file sharing/transfer software not explicitly listed above on any network connected computer is strictly prohibited.

Third-party Computers (guests on the network)

Any computer that connects to the UPH network must be free of file-sharing software. This rule allows the IT Department to scan computers belonging to third parties prior to allowing those computers to connect to the corporate network.

Monitoring

The IT Department will maintain controls on the corporate network to detect and block traffic from unauthorized file-sharing software.

Reporting

If you discover file sharing/transfer software on a company-owned computer, do not attempt to use it or to remove it. Users who discover unauthorized peer-to-peer file sharing software installed on a company-owned computer should immediately notify their managers or the IT Department.

Policy Violations

Violations of this Policy may result in disciplinary actions at the department level, immediate revocation of system access and/or termination of employment or business contract. Any suspected violations of this Policy should be reported to the appropriate management or affiliate compliance officer.

Copyrighted Materials – See Copyright Policy (next)

Copyright Policy

This policy is intended to guide the use of copyrighted materials at Methodist College in accordance with the Copyright Law of the United States (title 17, U.S. Code).

Copyright is a deliberate monopoly established by law to secure financial incentives for creators to make new works. Under the current U.S. copyright law (17 U.S. Code), any fixed work is copyrighted. This includes published and unpublished works. Copyright is automatic, it does not require registration (though registration is recommended as it provides some legal benefits). Copyright is currently granted to the creator(s) (and descendants) for life plus 70 years.

The copyright owner has exclusive rights to:

- A. Make copies
- B. Distribute copies
- C. Publicly perform the work
- D. Publicly display the work
- E. Publicly perform by transmission (for audio works)

Copyrighted works can be used by gaining permission from the copyright owner or by one of the exemptions in the copyright law (§107-128).

The person using reproduction equipment is responsible for any infringement.

Fair Use

Copyrighted works can be used under Fair Use (17 U.S. Code § 107). Fair use is the balancing of four factors.

- A. Purpose of the use (educational or commercial)
- B. Nature of the work (the more creative the more protected)
- C. Amount (using the “heart of the work”)
- D. Effect on the market (decline in profits)

This is a balancing test and not one factor is dispositive.

The more transformative the purpose in using a copyrighted work the more likely the use will be covered under Fair Use. For example, parody is well protected.

Three questions to consider in transformative fair use:

- A. Will the incorporation of copyrighted material into my new work help me make my point?
- B. Will the incorporation of copyrighted material help my readers/viewers get that point?
- C. Have I used no more than necessary to make the point?

Classroom Use

Using copyrighted material is not infringement if the “performance or display of a work by instructors or pupils in the course of face-to-face teaching activities of a nonprofit educational institution, in a classroom or similar place devoted to instruction, unless, in the case of a motion picture or other audiovisual work, the performance, or the display of individual images, is given by means of a copy that was not lawfully made under this title, and that the person responsible for the performance knew or had reason to believe was not lawfully made” (17 U.S. Code § 110(1)).

Teach Act

17 U.S. Code § 110(1) only applies to face-to-face teaching. The TEACH Act, or “Technology, Education, and Copyright Harmonization Act of 2002,” amended the 17 U.S. Code § 110(2) to allow copyrighted materials to be used for online digital courses that have a closed group of registered students and the material shared is lawfully made.

DMCA

Digital Millennium Copyright Act (DMCS) of 1998 created steeper penalties for creating unlawful copies of software and other technologies. It also limited the liability of Internet Service Providers. DMCA increased copyright protection for images and other works on the Internet.

Creative Commons

Creative Commons is a copyright alternative that grants licenses for use of work. A creator can issue a Creative Commons license which prescribes how a work can be used without asking permission of the creator, Creative Commons work is indicated by “CC-BY” notification.

Public Domain

Copyright is not intended to last forever. Works in the public domain are not subject to copyright. Public domain works have expired copyrights, or the copyrights have been forfeited. Other public domain items include ideas, facts, blank forms, works created by the Federal Government, and words, names, slogans or other short phrases (can be protected by Trademark).

Before reproducing, preparing derivative works, distributing copies, publicly performing or displaying material that is protected under copyright law, determine if:

- A. The work in the public domain. If yes, no permission is necessary.
- B. Fair use guidelines or other exemptions apply.

If the work is not in the public domain or fair use (or other exemptions) do not apply, you must obtain permission from the copyright owner to use the work.

Additional Resources

- The Director of Library Services is available for copyright consultations.
- The Office of the Chancellor provides access to an attorney.
- Framework for Analyzing Any U.S. Copyright Problem. https://lib.calpoly.edu/wp-content/uploads/2015/08/copyright_five_questions.pdf
- Fair Use Checklist <https://copyright.columbia.edu/basics/fair-use/fair-use-checklist.html>
- U.S. Code: Title 17 Copyrights <https://www.law.cornell.edu/uscode/text/17>
- Copyright Law of the United States - <http://www.copyright.gov/title17/>
- The Original TEACH Act Toolkit <http://lib.lsu.edu/services/copyright/teach/index>
- Creative Commons creativecommons.org
- Copyright Term and the Public Domain in the United States <http://copyright.cornell.edu/resources/publicdomain.cfm>

Student Name Badges

In an effort to provide a safe environment that facilitates appropriate access to Methodist College and affiliated organizational facilities as well as enhance accountability among students, Methodist College requires that all students wear their official Methodist College student name badge when attending and Methodist College-related experience. This includes, but is not limited to, lectures, labs, practica, field placements, and clinicals.

All Methodist College students will be issued a name badge during new student orientation. Name badges are to be used by the individual to whom the badge is issued.

- A. All name badges must include the student's first and last name. At no time are students authorized to cover or alter his/her name or any other information on the name badge.
- B. Nursing students in N342 (Mental Health) and social work practicum students are issued a first-name only badge to be used during their time on the clinical floor only. This badge does not grant students access to the Methodist College building. Students are required to wear their badge with both first and last names at all times other than when in these designated experiences. This badge must be returned to Campus Safety upon completion of the experience.
- C. Name badges must be worn so that they are easily seen by others. Name badges may be attached to approved clips and/or necklace name badge holders but must be worn above the waist.

Student name badges are electronically coded to enable students' access to Methodist College building when the campus is open.

Students are required to wear their student name badge when they attend lectures, labs, and clinicals.

Students are required to wear his/her student name badge when they are using Methodist College facilities.

Unauthorized use or alteration of the student name badge can result in disciplinary action.

Name badges are the property of Methodist College and must be returned when any student leaves Methodist College following graduation, academic dismissal, or institutional withdrawal. Name badges must be returned to the Security desk.

Students who lose or damage his/her name badge must pay \$10 per name badge for a replacement.

Parking Regulations

Methodist College is committed to providing a safe, accessible environment. To ensure that this remains possible all students will be charged for parking in the Methodist College parking lot. The acceptance of this permit relieves the issuer or its agent of any responsibility for damages to or loss of vehicle, its contents or accessories from any cause whatsoever.

Permit Registration: All non-resident students parking on Methodist College property must display a valid Methodist College parking permit. They may be obtained through Methodist College Security.

- A. Permit charge: \$30 per academic semester
- B. Valid: August 1 – July 31
- C. Reimbursement: Nonrefundable – no proration
- D. Fee will be added to student ledger
- E. Replacement fee: \$10

Permit Ownership: A parking permit signifies the non-resident student has been granted the privileges of parking on Methodist College property. Ownership of the parking permits remains with Methodist College. The loss or theft of a permit should be reported to Methodist College Security. It is the student's responsibility to obtain a new parking permit if lost or misplaced. The lost tag number will be no longer in use.

Permit Display: Parking permits must be displayed, clearly visible and placed on the lower left back window of the vehicle.

Finding Space: It is the responsibility of the driver to find an authorized space. Lack of parking space, mechanical problems, inclement weather are not considered valid excuses for violation of regulations.

Parking Location on Campus: The front of the building is designated for non-resident students and visitors. Employees will park on the West and East side of the building.

Regulations:

- A. Unless otherwise posted, the maximum speed on college property is 10 miles per hour.
- B. Driving on the grass or sidewalk is not permitted.
- C. Hashed out areas are designated fire lanes, handicapped parking, security car parking or no parking zones. Hash marked areas are tow-away zones and must be kept clear at all times for designated or emergency vehicles.
- D. Motor vehicle accidents that occur on Methodist College property contact Peoria Police and also notify Methodist College Security at (309) 672 – 4500.
- E. Non-resident students may park in the Methodist College parking lot. Only apartment residents may park in the apartment lots.
- F. Students living in the apartments (resident students) are restricted to parking in the apartment's parking lots. They will receive their parking permit from the apartment personnel.
- G. Methodist College property will not be used as a storage lot for personal vehicles which are either disabled or for sale.

- H. Designated Disability Parking is available in Methodist College's parking lot and is reserved for qualified individuals clearly displaying authorized disability license plates and/or disability placard.

UnityPoint Methodist Parking:

- A. Starting Fall 2016, students must park at the 415 St. Mark Court and walk to UnityPoint Methodist for clinicals.
- B. On weekends, students may park anywhere in the Knoxville lot.
- C. Parking in the deck at Methodist is not permissible and will be subject to towing by UnityPoint Methodist and processed through the Student Code of Conduct.

Tickets will be issued for (not inclusive list):

- A. Parking in a non-parking area.
- B. Parking in a disabled parking spot without appropriate permit.
- C. Missing or an expired mirror tag.
- D. Parking in the employee designated area.
- E. Blocking fire lanes or within 15 feet of a fire hydrant.
- F. Parking along the front door entrance.
- G. Non-resident students may not park in the apartment parking lot.

Parking Fines:

A written warning will be issued for the first offense.

All future violations will be issued a \$50 fine. The parking fine will be added to the student's ledger.

Professional Behavior of Students

The Student Code of Conduct (below) utilizes the values of Methodist College (human dignity, integrity, inquiry, and social justice) to set the standards by which students will behave; the procedures to report alleged violations; the standards of due process; and the sanctions for violating the code. While effective, faculty and staff reserve filing a violation of the code of conduct for more serious breaches of student behavior such as blatant plagiarism, damaging college property, aggressive behavior towards another individual, or theft.

Student Professionalism Expectations

Student Professionalism Expectations are intended to compliment the Student Code of Conduct and is guided by the values of the College as well. The Student Professionalism Expectations provides another opportunity for faculty, administrators, and staff to provide feedback and guidance to students to better hone and develop their professional skills such as proper communication and appropriate behavior with students, staff, and faculty. The Professionalism Expectations also provide a formal reporting system for less egregious breaches of student behavior that may be exhibited in more than one area of the college and might be precursors to more serious behavior.

The Student Professionalism Expectation is a communication process rather than a disciplinary tool. A significant “coachable moment” with a student to discuss inappropriate behavior or the develop a specific professional skill is what prompts the reporting process.

General Information

1. Definition of a “Coachable Moment”

A “coachable moment” is a meaningful exchange between a student and a staff or faculty member. The exchange could happen in person or could happen in a virtual platform.

2. Definition of Inappropriate or Unprofessional Behavior

What is “inappropriate” or “unprofessional” behavior that prompts a coachable moment?

Inappropriate or unprofessional behavior is any verbal or written communication or communication through body language that violates another person’s human dignity.

Further, inappropriate or unprofessional behavior is any student behavior that is determined to be inappropriate or unprofessional by faculty or staff; or any behavior that is cause for concern rather than cause for alarm; or poor behavior that is handled by the faculty or staff member that cannot be replicated in other areas of the college or in a professional setting.

3. Examples of Inappropriate or Unprofessional Behavior and Coachable Moments

<i>Inappropriate or Unprofessional Behavior</i>	<i>Coachable Moment</i>
Unacceptable classroom or public behavior that interrupts learning or the daily business of the college (such as public display of affection or constant talking).	A conversation after a class with a student who was talking loudly during the lecture and disrupting the class.
Particularly aggressive or angry communications from the student in the form of emails, voicemail, or in-person conversations	A written response to a student's angry email that explains the inappropriate communication and requires a revision prior to the faculty or staff member responding to the request
Micro-aggressions against others such as negative or hurtful comments directed toward a specific person or group of people	An appointment is made to meet with the student to discuss the micro-aggression. The Director of the OASIS is included to share insight about micro-aggressions
Instances of cheating or plagiarism handled by the faculty member through classroom policy set forth in the syllabus and are not submitted as a violation of the Code of Conduct	The instructor meets with the student at a designated time to review the infraction, discuss plagiarism, and to extend repercussions set forth in the syllabus such as a zero on the assignment

4. Coaching Report

The Coaching Report is designed to build a repository of information. It does not begin a disciplinary process against the student. Once the faculty or staff member has completed the "significant coachable moment," a written communication explaining the incident and coaching is submitted to the appropriate Dean/Director.

The explanation includes a brief description of the incident, a description of the coaching interaction between the student and the faculty or staff member when the issue was addressed, and the outcome of the exchange

Student issues in the classroom or involving faculty are submitted to the Dean of Nursing or Dean of Arts & Sciences. Student issues involving staff outside of the classroom will be submitted to the Director of Student Affairs/DEI.

5. Managing Information

The Deans will utilize a secure folder in the shared drive to store Coaching Reports. The Deans will compare new submissions with existing submissions to identify patterns in behavior. For example, a student sending aggressive emails to a faculty member may also be sending similar emails to the Director of Financial Aid.

If a pattern of inappropriate behavior is identified, the Deans will determine if further action is needed. This may include, but is not limited to, a referral to the Student Counselor, submission of a Student Code of Conduct Violation, or a meeting between the student and Dean(s). The Deans may not take any action beyond engaging in a coachable moment and recording the incident for future reference.

Code of Conduct

Methodist College requires students to act in accordance with a defined Student Code of Conduct, the tenets of which are described in this policy. When there is a report of an alleged violation of the Student Code of Conduct, students are afforded due process as described herein.

The values of Methodist College: human dignity, integrity, inquiry and social justice are expected to guide the behavior of the Methodist College students and become an integrated part of their value system as they begin their professional careers. As such, *human dignity*, *integrity* and *social justice* are directly related to the Code of Conduct for all students. *Integrity* defined as, “Displaying strong moral character and acting in accordance with accepted standards of behavior and an appropriate code of ethics” clearly identifies the expectation of honesty, truthfulness and exemplary behavior. *Social justice* defined as “Acting in accordance with fair treatment regardless of gender, economic status, race, religion, ethnicity, age, citizenship, disability, or sexual orientation,” *Human dignity* defined as “Unconditional respect for the inherent worth, uniqueness, and autonomy of individuals,” speak to the responsibility for fair and equal treatment that the student has for his fellow students, as well as the College to the student. These College values form the foundation for the Student Code of Conduct.

When used in this code:

- A. The term “UPH” means any hospital or clinic under the umbrella of UnityPoint Health.
- B. The term “Complainant” means any person who notifies the College of a violation of the Student Code of Conduct.
- C. The term “Respondent” means a student who is suspected of violating the Student Code of Conduct.
- D. The term “cheating” means using or attempting to use unauthorized materials, information, or study aids in any academic exercise including electronically accessed information or devices. This includes the solicitation of unauthorized materials (e.g. existing tests or assignments) from classmates, advanced students, or other sources, as well as seeking to attain or successfully attaining assistance for the intent of using others’ work as one’s own. At Methodist College, test questions are considered protected and confidential unless released by the faculty member who created them to the students.
- E. The term “fabricating” means falsification or invention of any information or citation in an academic exercise.
- F. The term “plagiarism” means the presentation of another person’s idea or product as one’s own. Plagiarism includes but is not limited to the following: copying verbatim all or part of another’s written work; using phrases, charts, figures, illustrations, or mathematical or scientific solutions without citing the source; paraphrasing ideas, conclusions or research without citing the source; or using all or part of a literary plot, poem, video, musical score, or other artistic product without attributing the work to its creator.
- G. The term “unauthorized reuse of work product” means the submission of work for academic credit, work that was previously used for a previous assignment without the express approval of the faculty member in the current course. Small parts of a project, e.g. a PowerPoint slide, would not be conduct violation under this definition.
- H. The term “business day” means any weekday (Monday through Friday) that is not a college holiday.
- I. The term “student” means a person who has been admitted to Methodist College and is

eligible to register for courses.

- J. The term “Methodist College premises” means buildings, grounds, websites, or computer networks owned, leased, operated, controlled, or supervised by Methodist College/UPH.
- K. The term “official” means an employee/representative of Methodist College acting in the capacity of his/her position.
- L. The term “weapon” means any object or substance designed or used to inflict a wound, cause injury, or incapacitate, including, but not limited to all firearms, pellet guns, switchblade knives, knives, chemicals, electronic devices, drugs or alcohol, chemicals such as mace products, pepper spray, or tear gas.
- M. The term “Methodist College sponsored activity” means any activity on or off Methodist College premises that is initiated, aided, authorized, or supervised by Methodist College/UPH.
- N. The term “conference” refers to a communication between two or more individuals by telephone, in writing (including but not limited to electronic communications), through videoconferencing, or in person.
- O. The term “harassment” means unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Prohibited Conduct

The following misconduct is subject to disciplinary action:

- A. All forms of academic dishonesty, including, but not limited to: cheating fabricating; unauthorized reuse of academic work, bribery offered for grades, transcripts, or diplomas; obtaining or giving aid on an examination; having unauthorized prior knowledge of an examination; doing work for another student, presenting another student’s work as one’s own; and plagiarism.
- B. The written or spoken use of words, epithets, or phrases that are widely recognized to be derogatory references to personal characteristics including, but not limited to: race, ethnicity, religion, gender, sexual orientation, and disability, when such words are used to create a hostile or intimidating environment for any person on Methodist College premises, or at Methodist College/UPH sponsored activities.
- C. Participation in any form of discrimination or harassment (including sexual harassment) against Methodist College faculty, staff, and/or students on Methodist College premises, or at Methodist College/UPH sponsored activities. Many instances of sexual harassment are not handled through this process but, rather, are reported and investigated under Methodist College’s Title IX policy. Please see Sexual Harassment and Grievance Procedures Policy in this handbook (page 62) and/or contact the Title IX coordinator for additional information.
- D. Intentional and substantial interference with the freedom of expression of others on Methodist College premises or at Methodist College/UPH sponsored activities.
- E. Intentional or reckless assault or harm caused to any person on Methodist College premises or at Methodist College/UPH sponsored activities, or intentional or reckless cause of reasonable apprehension of such harm.
- F. Intentional or reckless interference with normal Methodist College activities, or Methodist

- College/UPH sponsored activities, including, but not limited to, studying, teaching, research, administration, or fire, police, or emergency services.
- G. Non-compliance with emergency protocols including but not limited to fire, tornado, evacuation, and disaster.
 - H. Failure to comply with the direction of any authorized institutional representative, law enforcement called to the campus, acting in the performance of their duties, including failure to wear masks, maintain social distance, and comply with protocols during the times of a pandemic.
 - I. Intentional use of the Methodist College/UPH computing resources to upload any content that contains a software virus, time bomb, Trojan horse, or any other computer code, files, or programs that may alter, damage or interrupt the functionality of the Methodist College/UPH computing resources or the hardware or software of any other person.
 - J. Intentional or reckless destruction of, or damage to, property of other on Methodist College premises, or at Methodist College/UPH sponsored activities.
 - K. Intentional initiation or instigation of initiation of any false report, warning, or threat of fire, explosion, or other emergency on Methodist College/UPH premises or at Methodist College/UPH sponsored activities.
 - L. Intentional or reckless misuse of or damage to fire-safety equipment.
 - M. Theft of property or of services on Methodist College premises, or at Methodist College/UPH sponsored activities; knowing possession of stolen property on Methodist College premises, or at Methodist College/UPH sponsored activities.
 - N. Violation of the Student Alcohol and Drug-free Policy (page 96).
 - O. Unauthorized use, possession, or storage of any weapon on Methodist College premises, or at Methodist College/UPH sponsored activities
 - P. Abuse of the procedures of the Code of Conduct, including false allegations or misrepresentation of information to a College Official.
 - Q. Intentional submission of false information to Methodist College/UPH.
 - R. Forgery, unauthorized alteration, or unauthorized use of any Methodist College document or instrument of identification.
 - S. Unauthorized use or possession of fireworks on Methodist College premises or at Methodist College/UPH sponsored activities.
 - T. Knowing violation of the terms of any disciplinary sanction imposed in accordance with this Code of Conduct.
 - U. Violation of published Methodist College regulations or policies.
 - V. Conviction of any crime, other than a traffic violation.
 - W. Attempts to commit acts prohibited will be punished to the same extent as completed violations.
 - X. The recording and distribution of any lecture, classroom resources, or course materials is strictly prohibited unless permission given from directly from the assigned faculty.

Reporting Alleged Violations

This process requires form completion and submission as an attachment to an email. Only Methodist College email may be used in this process.

Any person may report an alleged violation to the Chief Academic Officer using Code of Conduct Initiation Form (link below in Standard of Due Process). The form must be filed within a reasonable period of time, defined as five (5) business days of the occurrence of, or becoming

aware of the occurrence, of the alleged violation. All allegations will be treated as confidential. The Chief Academic Officer may refer the case to another official of Methodist College or administrator according to the standards of due process described in Section VI. Due care will be taken such that no person who has a conflict of interest with the case will be involved in the investigation, decisions, or appeal concerning a Code of Conduct Violation. If a conflict of interest is determined and that person has a role in the process, the Chief Academic Officer will reassign the role to another administrator.

The Complainant is required to provide information pertinent to the case and will be expected to provide information as requested and appear before an Investigation Committee (referenced in Section VI.B.).

The Complainant cannot remain anonymous to college officials, i.e. the College will not act on anonymous complaints. Unless approved by the Chief Academic Officer, the Complainant's name and copies of the complaint will be provided to the Respondent. College officials and the Respondent shall keep the Complainant name confidential. Likewise, College officials and the Complainant shall keep the name of the Respondent confidential.

Any alleged violation, other than a traffic violation, that also may violate a United States, Illinois, or local law, should be immediately reported to the Director of Student Affairs and Diversity Equity and Inclusion or the Chief Academic Officer, who will inform the Chancellor. Appropriate action will then be taken.

Interim Suspension

The Chief Academic Officer may suspend a student for an interim period pending a preliminary inquiry and an investigation, such interim suspension, to become immediately effective without prior notice whenever there is evidence the continued presence of the student on Methodist College premises poses a substantial threat to himself or herself, to others, or to the stability and continuance of normal Methodist College/UPH sponsored activity.

A student suspended on an interim basis shall be given an opportunity to appear personally before or communicate in writing to the Chief Academic Officer within five (5) business days from the effective date of the interim suspension to discuss the following issues only:

- A. The reliability of the information concerning the student's conduct.
- B. Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student at Methodist College premises poses a substantial threat to himself or herself, to others, or to the stability and continuance of normal Methodist College sponsored activity.
- C. Upon consultation with the Chief Academic Officer, the Chancellor may then lift the interim suspension.

If alleged conduct potentially violates Title IX of the Education Amendments of 1972, the case will be referred to the Title IX Coordinator. Such cases involve sexual misconduct, including sexual harassment or sexual violence. All investigations will be under the direction of the Title IX Coordinator.

Standard of Due Process

A. Initial Inquiry

- a. Upon receipt of the [Code of Conduct Initiation Form](#), the Chief Academic Officer will notify the Respondent of the alleged Code of Conduct violation in writing via Methodist College email as soon as possible, but no later than five (5) business days afterward, using the [CAO Letter to Respondent](#). Notification will include details of the alleged act or acts that are in violation of this policy and specifically what Code of Conduct violation may have occurred (e.g. theft, cheating, giving aid on an examination, etc.)
 - i. Should the Respondent concede to the allegation, they have five (5) business days to communicate this to the Chief Academic Officer who will then complete the [Letter of Resolution](#), extending sanctions as necessary, and obtain the student's signature. Once the student's signature is obtained on the Letter of Resolution, this will halt the Code of Conduct process. The Respondent is to understand that this occurrence will be noted in their file and any additional occurrences will be viewed as subsequent and, as such, will be given the appropriate consideration.
 - ii. Should the Respondent not concede to the allegations, the Chief Academic Officer shall refer the case to an Administrator (hereafter known as the "Administrator") to handle the initial inquiry using the [CAO to Administrator Letter](#)
 1. Allegations of academic misconduct shall be referred to either the Academic Dean not serving as the Chief Academic Officer or Department Chair.
 2. Allegations other than academic misconduct shall be referred to the Director of Student Affairs and Diversity Equity and Inclusion.

B. Administrator Review

- a. Upon receipt of the referral, the Administrator will:
 - i. Conduct a preliminary administrative inquiry within ten (10) business days of receipt of the referral. The Administrator or Administrator's designee must consult the central records file in the office of the Chief Academic Officer to determine if the student has a previous record of violations of this Code. All materials reviewed will be considered confidential and shared only with those with a need to know.
 - ii. The Administrator will dismiss the referral if the following conditions are met:
 1. The Complainant has failed to comply with procedure;
 2. The allegations, even if true, do not constitute violation of this Code; or
 3. There is no evidence of violation of this Code based upon the inquiry conducted by the administrator or designee(s).
 4. The Administrator will immediately notify the Chief Academic Officer, the Complainant, and the Respondent in writing via Methodist College email of the dismissal using [the Administrator Dismissal Letter](#). All materials collected will be given to the office of the Chief Academic Officer to add to the case file for permanent archive.

- iii. If not moving toward dismissal, the Administrator will:
 - 1. Appoint a three-member ad hoc Investigation Committee using the [Administrator Letter to the Investigation Committee](#)
 - 2. Forward all case materials to the Investigation Committee as well as the Investigation Committee Chair Checklist, Investigation Committee Tips, and templates for interview and deliberation meeting minutes
 - 3. Inform the Respondent the case has been referred to an investigation committee using the [Investigation Committee Notification Letter](#)
 - a. Provide the Respondent:
 - i. Copies of the original complaint and any evidence documents submitted. Names other than the Complainant and Respondent may be redacted from these documents
 - ii. The date the complaint was filed
 - iii. A statement where the Respondent can view a copy of this policy and that his/her obligations and rights are contained in the policy.

C. Investigation Committee

- a. This committee will consist of exempt staff or faculty members, with one member appointed chair of the committee. The Investigation Committee may be advised by legal counsel during this process. The Investigation Committee will make every effort to complete the investigation and render a decision in fifteen (15) business days, however, unforeseen circumstances may delay this process. Any delays will be promptly communicated to both the Complainant and Respondent.
- b. The Investigation Committee will work to uncover all the facts of the case and collect all pertinent evidence from college employees and students using appropriate templates designed for this process. This fact finding should, but not in all cases, include interviews of the Complainant, Respondent, and any witnesses (students or college employees).
 - i. All parties except the Complainant may either agree or decline to interview. The interviews may be conducted in person or by videoconference. The Complainant may not decline an interview. The Complainant may be accompanied by a representative, who may be an attorney, at his or her own expense.
 - ii. Representatives may advise during the interview, but shall not personally participate. If the Complainant wishes to be accompanied by an attorney, he or she must inform the Administrator in writing at least five (5) calendar days before the scheduled date of the interview.
 - iii. Representatives may not appear in lieu of persons accused. The interview committee will take minutes of all questions and answers during any interviews.
 - iv. An administrative assistant may be assigned to assist with minutes.
 - v. The Administrator will keep the Chief Academic Officer informed of the timeline of all activities of the committee for the file log.
- c. After all evidence has been gathered from the Complainant(s) and witnesses, the Administrator will communicate with the Respondent and give him/her the

opportunity to present any relevant evidence.

- i. Copies of any new evidence or documents found by the Investigation Committee will be provided to the Respondent within five (5) business days of meeting with the Respondent.
 - ii. Names other than those of the Complainant and Respondent may be redacted from the document.
 - iii. The Respondent may submit questions in writing for the Complainant or Investigation Committee regarding how the Code of Conduct was violated.
 - iv. The Administrator must provide the Respondent an answer to these questions five (5) business days prior to the Investigation Committee meeting with the Respondent.
 - v. The Investigation Committee Chair will schedule a time for the Investigation Committee to meet with the Respondent with a date set at least five (5) business days in advance.
 1. The Respondent may decline to participate.
 2. The meeting may either be in person or via videoconference.
 3. The Respondent may be accompanied by a representative, who may be an attorney, at his or her own expense. Representatives may advise during the course of a fact-finding conference, but shall not personally participate.
 4. If the Respondent wishes to be accompanied by an attorney, he or she must inform the administrator in writing at least five (5) business days before the scheduled date of the proceeding. Representatives may not appear in lieu of the Respondent.
- d. After the review is complete, the Investigation Committee will deliberate and render a decision which will be recorded in the [Investigation Committee Deliberation and Decision Rendering Minutes](#)
- i. If the Investigation Committee finds the allegation to be supported, the Investigation Committee will recommend appropriate sanctions, as described in Sanctions section below. Any previous record of violations of this Code may increase the sanction. The chair of the committee will complete the [Investigation Committee Chair Report to Administrator](#) which, at a minimum, should contain the following:
 1. What evidence the committee uncovered and by what means
 2. Who the committee interviewed and when
 3. Specifically what Code of Conduct Violation occurred, if any, e.g. cheating, plagiarism, consuming alcohol on campus, etc., and cite the paragraph above the violation falls under
 4. What specific evidence supports the violation
 5. What sanctions are recommended, if any
 - ii. The committee chair shall submit the report, all materials collected for the investigation, all correspondences, and all notes and minutes of interviews to the Administrator.
 - iii. If the Administrator does not agree with the recommend sanctions, the administrator may reduce the sanctions, but not add to them.
 - iv. Within five (5) business days of the Investigation Committee submitting their report, the Administrator will notify the Respondent of the decision

and sanctions, in writing via Methodist College email using the [Letter of Sanction](#)

1. A copy of the written notification will be submitted to the Chancellor, Chief Academic Officer, and if the sanction results in a change of grade, to the Registrar's office for filing in the student's file.
2. The Administrator will also notify the Complainant of the decision, but not sanctions, within the same period using the [Administrator Notification to Complainant Letter](#)
3. The administrator will deliver all materials collected for the investigation, all correspondences, and all notes and minutes of interviews to the office of the Chief Academic Officer to add to the permanent case folder.

D. Appeal to the Chief Academic Officer

- a. Within five (5) calendar days of receipt of the Letter of Sanction, the Respondent may appeal the decision in writing to the Chief Academic Officer using the [Appeal to CAO Letter](#)
- b. If no appeal is filed by the appeal deadline, the Chief Academic Officer shall inform the Administrator, who will administer the sanctions. Any sanction that has a deadline for the student will be set using the guidelines in the previous paragraph.
 - i. If an appeal is filed, the Chief Academic Officer shall review the information collected for the original preliminary administrative inquiry, the Investigation Committee's report and findings, and their decision.
 - ii. The Chief Academic Officer may request additional evidence if they become aware of additional documentation that was not provided or if anything in the Investigation Committee's report is unclear.
 - iii. The Chief Academic Officer will render a decision and sanction, as appropriate, based on this evidence. The Chief Academic Officer may render one of the following decisions:
 1. Affirm the finding and the sanction imposed by the Administrator.
 2. Affirm the finding and reduce, but not eliminate, the sanction, if found to be grossly disproportionate to the offense.
 3. Remand the case to the Investigations Committee, if procedural errors or errors in interpretation of College regulations were substantial, or if new and significant evidence became available which could not have been discovered by a properly diligent person accused before or during the original investigation.
 4. Dismiss the case.
 - iv. The Chief Academic Officer will notify the Respondent in writing via Methodist College email, within fifteen (15) business days of the elevation of the appeal using the [CAO Decision Letter](#). Copies of this letter and all administrative inquiry materials will be added to the records file in the Office of the Chief Academic Officer.
 - v. The decision of the Chief Academic Officer is final and cannot be appealed.

Sanctions

- A. Sanctions for violations of disciplinary regulations include, but are not limited to:
 - a. Dismissal: The student is permanently separated from Methodist College. Permanent notification will appear on the student's transcript. The student will also be barred from Methodist College premises. (Dismissal requires approval by the Chancellor.)
 - b. Suspension: The student is separated from Methodist College for a specified period of time. Permanent notification will appear on the student's transcript. The student shall not participate in any Methodist College sponsored activity and may be barred from Methodist College premises. Suspended time will not count against any time limits of the college for completion of a degree. Credit earned elsewhere during the period of suspension may not subsequently be transferred to Methodist College. (Suspension requires approval by the Chancellor.)
 - c. Disciplinary probation: The student shall not represent Methodist College in any extracurricular activity or run for or hold office in any student group or organization for a specified period of time. Additional restrictions or conditions may also be imposed.
 - d. Disciplinary reprimand: The student is warned that further misconduct may result in more severe disciplinary action.
 - e. Restitution: The student is required to make payment to Methodist College or to other persons, groups, or organizations for damages incurred as a result of a violation of this Code.
 - f. Other sanctions: Other sanctions may be imposed instead of, or in addition to, those specified in paragraphs 1 - 6 above.
- B. No sanctions may be administered until the appeal process is complete.
 - a. Any sanction requiring a completion date for the Respondent shall not be set earlier than two weeks after the Chief Academic Officer has ruled on an appeal.
 - b. The two-week period may not include the weeks of Thanksgiving, Christmas to New Years Day, or Spring Break.
 - c. If performing any sanction will hinder the Respondent's progress in current coursework, the respondent may request an extension to the due date.

Disciplinary Files and Records

The reporting of any violation of this Code will result in the development of a student's disciplinary file, which shall be nullified if the student is found innocent of the charges. The records of students found guilty of any of the charges against them will be retained as permanent disciplinary records.

- A. Disciplinary records may be expunged from the student's disciplinary file by the Chief Academic Officer or designee for good cause, upon written petition of the accused student, up to three years from the date of final written decision. Disciplinary records shall not be expunged without unusual and compelling justification. Factors to be considered in review of such petitions shall include:
 - a. The present demeanor of the person accused.
 - b. The conduct of the person accused subsequent to the violation.
 - c. The nature of the violation, and the severity of any resulting damage, injury, or harm.
- B. The Chief Academic Officer will respond, in writing, within 10 business days of the

- receipt of the petition. If the Chief Academic Officer denies the petition, copies of this letter will be kept in the central records file in the Office of the Chief Academic Officer.
- C. Expunged records shall not be destroyed but maintained in a separate file and shall not be made available or considered for any future alleged conduct violations under this policy.

Confidentiality of Code of Conduct Violations

- A. The Family Educational Rights and Privacy Act (FERPA) protects student records including code of conduct accusations and violations. Other laws may supersede FERPA. For instance if the code of conduct violation also results in criminal charges, the College may release case records to the criminal authorities or Respondent's attorney. A civil case may also compel the college to release records if a subpoena is served. Only the Chancellor can authorize release of Code of Conduct case information in those instances. FERPA does not prevent investigators questioning any witnesses in a conduct case.
- B. For the above and other student privacy issues, no College employee who plays any role in a Code of Conduct case (e.g. administrator, investigation committee, witnesses, Executive Assistant to the Chancellor, Registrar) shall discuss any case or release any student names or student information to anyone outside of the case investigation process. Exceptions to this are:
- a. Criminal or civil cases as described in paragraph A above.
 - b. The Chancellor may report on cases to the College Board or the College's parent company.
 - c. Certain cases where there might be a campus safety concern may require the notification of the Campus Safety staff, Director of Student Affairs and Diversity Equity and Inclusion, the Behavior Intervention Team (BIT), and in rare cases the faculty and Residence Hall assistants.
- C. No student who is a Complainant, Respondent, or witness in a Code of Conduct case shall release the name of any student involved in the case to anyone, including other students, not involved in the case.

Student Complaint Policy

Methodist College provides both informal and formal processes for students to seek resolution of a complaint. Methodist College values investigation and inquiry to ascertain the perspective of the complainant and the facts surrounding the situation. It is the policy of the college to promptly investigate and seek resolution of these complaints. The investigation process will follow the timeline outlined in this policy. Students are encouraged to begin either process as soon as a concern exists. The investigation and deliberations of the administrators and committee members will be held in confidence with no information released to those without a need to know. All persons involved with the investigation will be unbiased with no conflict of interest.

Grade appeals are covered under the Final Grade Appeal Policy and cannot be submitted through the Complaint Policy.

Informal Complaint Process

Occasions may arise in which a student feels that they have a legitimate basis for complaint. Those involved should initially attempt to resolve the matter informally and without the need to establish a record. The informal process for resolution of a complaint is as follows:

- A. Within five (5) business days (M-F, exclusive of school closures) of any incident about which a student desires to make a complaint, the complaint should be taken by the student directly to the other party (parties) involved. This process is primarily a verbal discussion of the concerns the student reports to the individuals with whom the concern exists. All parties are expected to engage in a way that upholds the human dignity of each other.
- B. If the student and the other party(s) are unable to resolve the matter or if, for any reason, the student does not feel at ease in going to the other party, they should contact the appropriate Director (e.g. Director of Financial Aid or Academic Department Chair/Program Director). These individuals can facilitate a meeting with the other party involved.
- C. The Director of OASIS is available to assist students in managing the communication process regarding the concern.

Formal Complaint Process

Should a student feel that a formal complaint is necessary, either before or after completing the informal complaint process, the student shall file a written complaint as follows:

- A. Students have the right to file a written complaint regarding academic, student and business services, facilities, technology, or student events. The complaint is filed with the Chief Academic Officer. The formal complaint is submitted using the [Formal Complaint Submission Form](#)
- B. Complainants are not permitted to file a complaint anonymously, and the Respondent against whom the complaint is lodged will be notified via the [CAO Complaint Notification to Respondent Letter](#). In all cases, the accused party will be informed of the complaint and will have the opportunity to respond or explain during the investigation process
- C. Administrator Review:
 - a. The Chief Academic Office will assign the complaint to an Administrator within three (3) business days of receiving the complaint via the [CAO to Administrator Letter](#)
 - b. The Administrator assigned to the complaint is responsible for investigating by

- reviewing materials identified in the course of reviewing the complaint, by interviewing the Complainant and Respondent, by interviewing witnesses and other involved parties, and through other reasonable and prudent avenues of investigation
- c. The Administrator will determine a course of action. The investigation and course of action may lead to the following:
 - i. A mutually agreeable resolution is determined and the complaint is administratively handled by the Director, Chair, Dean or other appropriate administrator OR
 - ii. A decision that, upon review, the complaint has no merit
 - iii. If a mutually agreeable resolution cannot be reached, the Administrator will escalate the Formal Complaint to the office of the Chief Academic Officer through a CC on the Decision Letter to Complainant – the Chief Academic Officer will then proceed with an Investigative Committee
 - d. The Administrator will communicate the results of the investigation to the Complainant via the [Administrator Decision Letter to Complainant](#) and CC the Chief Academic Officer within ten (10) business days of being assigned the complaint
 - i. The Administrator will CC the Respondent if:
 - 1. The outcome is that the formal complaint is substantiated with a mutually agreeable resolution OR
 - 2. The outcome is substantiated but no mutually agreeable solution can be determined
 - ii. The Administrator will not CC the Respondent if the complaint is determined to have no merit. In this situation, the Complainant will have a 10-day window to appeal this decision and the process will proceed accordingly
 - e. After the 10-day window for appeal, if no appeal is filed, the Administrator will notify the Respondent in writing via Methodist College email via the [Administrator Decision Letter to Respondent](#)
- D. Appeal or Escalation to the Chief Academic Officer
- a. The formal complaint may be escalated to the Chief Academic Officer if no mutually agreeable resolution can be determined between the Administrator, Complainant, and Respondent
 - b. Within ten (10) business days, a Complainant who is dissatisfied with a decision that a formal complaint has no merit may appeal the finding to the Chief Academic Officer using the [Complainant Appeal to CAO Letter](#) and sent via Methodist College email. Additional materials may be submitted with the complaint and shall be sent simultaneously
- E. Investigation Committee
- a. The Chief Academic Officer will appoint an Investigation Committee within five (5) business days of receiving the appeal/escalation and communicate instructions to the Investigation Committee using the [CAO to Investigation Committee Letter](#)
 - b. The Committee shall include three (3) unbiased individuals comprising a mix of exempt staff and faculty members who have no conflict of interest, one of whom will be appointed chair by the Chief Academic Officer
 - c. The Committee will conduct a review of the case based on the Complainant's report detailing the basis for the complaint and documents provided. The

- Committee will have access to all prior material pursuant to the review
- d. The Committee will have access to additional materials that will be helpful in making a recommendation, and shall have the capacity to call witnesses and interview the Complainant and the Respondent (who is not required to respond)
 - e. The committee will make a recommendation to the Chief Academic Officer not less than fifteen (15) business days from the appointment of the committee using the [Investigation Committee Report to CAO](#). The report shall be sent via Methodist College email and shall include the following:
 - i. The specific nature of the complaint, including date, time, persons involved, and rationale for the concern
 - ii. What resolution is desired by the complainant
 - iii. What evidence the committee uncovered and by what means
 - iv. Who the committee interviewed and when
 - v. What specific evidence exists with regard to the complaint
 - vi. What actions are recommended to be taken
 - vii. Report signed by all committee members with names printed below
 - f. The committee chair shall submit the Investigation Committee Report to CAO, all materials collected for the investigation, all correspondence, and all notes and minutes of interviews to the Chief Academic Officer using the templates drafted for this process
- F. Chief Academic Officer Review
- a. The Chief Academic Officer shall review all materials and, as deemed necessary, may interview the Complainant and Respondent (who is not required to respond), interview witnesses, and/or meet with the Investigation Committee
 - b. The Chief Academic Officer shall, within ten (10) business days, make a decision regarding the resolution of the complaint. The decision will be communicated to the Complainant, with a copy to the Respondent, via Methodist College email using the [CAO Decision Letter](#)
 - c. The decision of the Chief Academic Officer is final

Information from formal complaints is used, as appropriate, to foster ongoing program improvement. Formal complaints, as defined by the College, and their resolution are filed in the Office of the Chief Academic Officer. Complaints impacting the students' grade shall be sent to the Office of the Registrar.

If after the formal and informal process noted above have been completed and a student is not satisfied with the outcome, the student may contact the Illinois Board of Higher Education, Illinois State Board of Education, Illinois Attorney General or The Higher Learning Commission to file a formal complaint using the contact information noted below:

Illinois Board of Higher Education
431 E. Adams, 2nd Floor
Springfield, IL 62701-1404
inf@ibhe.org
Institutional Complaint Hotline (217) 557-7359

Illinois State Board of Education
100 N. 1st Street
Springfield, IL 62777
[http://webprod1.isbe.net/contactisbe/\(email\)](http://webprod1.isbe.net/contactisbe/(email))

Illinois Attorney General Consumer Fraud Bureau
500 South Second Street
Springfield, IL 62706

The Higher Learning Commission
230 South LaSalle Street, Suite 7-500
Chicago, IL 60604
inquiry@hlcommission.org
(800) 621-7440

Disability Services

Methodist College complies with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act. This ensures equal opportunity for qualified individuals with disabilities as defined by the Americans with Disabilities Act of 1990 (ADA), the ADA Amendments Act of 2008 (ADAAA) and Section 504 of the Rehabilitation Act of 1973.

Students with disabilities must otherwise qualify for the program, classes and clinical in which reasonable accommodations are sought. Under Title III of the ADA, the term "disability" is defined as "with respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of such individual; a record of such an impairment; or being regarded as having such an impairment."

Section 504 of the Rehabilitation Act of 1973 as amended states in part under section 7(20) that "no qualified individual with a disability in the United States shall be excluded from, denied the benefits of, or be subjected to discrimination under any program or activity that receives Federal financial assistance".

Reasonable accommodations will be made for qualified students with disabilities unless they impose an undue hardship on the College. Accommodation requests can be made by completing the Request for Accommodations Form which can be accessed via the Methodist College website at <http://www.methodistcol.edu/disability-services.aspx>. Paper copies are available in the office of the Assistant Director of Counseling and ADA Coordinator (W160).

If for any reason a student would like to file a complaint regarding a disability services matter, they may follow the grievance procedure which can be found via the Methodist College website at <http://www.methodistcol.edu/disability-services.aspx>.

It is the student's responsibility to inform the college of any disability in which the student is requesting reasonable accommodations. Additional information regarding the responsibilities of the student can be found on the Methodist College website at <http://www.methodistcol.edu/disability-services.aspx>.

Student Disability Accommodation Protocol

Methodist College complies with the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973 (Section 504) for accommodation of students with a physical or mental impairment that substantially limits one or more major life activities.

- A. All students who have completed the assessment process through the Office of Access, Support, and Inclusion Services (OASIS) and who are documented to have a disability requiring accommodation will receive reasonable accommodations as determined through this process. Students will be afforded these accommodations consistently throughout their course of study at Methodist College. Reasonable accommodations are those that do not fundamentally alter the nature of the College's programs or impose an undue hardship on the College.
- B. Examinations for students who require accommodations for testing (e.g. extended time, paper copies of tests, a distraction-reduced environment) will be administered in the Testing Center to assure compliance with the prescribed accommodations.
- C. Students who have reasonable accommodations that impact classroom (e.g. note taking) or clinical experiences (e.g. hearing) will receive reasonable accommodations as prescribed through collaboration between the student, the Director of the OASIS, faculty member for the course(s), the Academic Dean/Department Chair, and, if necessary, the Clinical Practice Coordinator.
- D. Students will not be afforded accommodations until the need for such has been verified through the documentation process under the guidance of the Director of the OASIS.
- E. If a faculty member has any questions or concerns about this policy or about the implementation of a student's disability accommodations, he/she should contact the Director of the OASIS as soon as possible.
- F. Examinations: Students with disability accommodations will test with staff from the Testing Center. Faculty members will need to consider the types of accommodations specified for their students. The following should be taken into consideration:
 - a. Paper test: Requirements for a paper test can be managed by printing a copy of the examination and taking it to the Testing Center. This should be done at least one hour in advance of the scheduled testing time for the student.
 - b. Extended testing time: Students may be prescribed an extended testing period as an accommodation. When the exam is to be delivered electronically, the faculty member will open the exam for the period of time specified in the accommodation notice.
 - c. Reduced distraction environment: Students who have reduced distraction environments must be tested in a quiet environment with limited distractions.
- G. Clinical Accommodations: The Director of the OASIS will provide notification regarding clinical accommodations to the faculty of record for the course, the clinical faculty member, as well as the Director of Simulation and Clinical Affairs. Where helpful, the faculty member(s) may seek the guidance of the Director of the OASIS and the Clinical Practice Coordinator with regard to implementation of the accommodations in the practice setting.
- H. Classroom Accommodations: The Director of the OASIS will provide notification regarding accommodations in the classroom to the faculty member. When helpful, the faculty member(s) may seek the guidance of the Academic Dean/Department Chair, and

the Director of the OASIS with regard to implementation of the accommodations in the classroom.

I. Implementation of Accommodations:

- a. Faculty shall not deny an accommodation that has been approved by OASIS. If there are concerns that an approved accommodation will fundamentally alter the nature of the course, faculty should contact the Director of the OASIS immediately.
- b. Faculty shall not share information about a student's accommodations with other students. Care must be taken to avoid discussion of a student's accommodations in front of class in a way that discloses the presence of accommodations.
- c. Faculty shall not ask a student to disclose what his or her specific disability is that requires accommodation.
- d. To initiate the accommodation process
 - i. The student is responsible for initiating requests for disability accommodations by contacting the Director of the OASIS and providing necessary diagnostic information as specified by the director.
 - ii. Should a student approach a faculty member about the possibility of disability accommodations, the faculty member will encourage the student to make the necessary contact with the Director of the OASIS.
 - iii. The faculty member should not unilaterally grant a student accommodations based on a disability (e.g., give extra time on a test after the student has indicated that he/she has ADHD or "test anxiety"). Instead, the faculty member should direct the student to the Director of the OASIS so that the student and appropriate College officials can engage in conversations to determine what, if any, reasonable accommodations are available to the student.
 - iv. Additionally, it is also beneficial to include a short statement in your syllabus about disability accommodations and the OASIS and make a general announcement about this information at the beginning of each course.
- e. Approved Accommodations Communicated to the Faculty Member
 - i. The Director of the OASIS will provide the student with a letter outlining their approved accommodations.
 - ii. The student will be directed to show this document to the faculty teaching the courses in which they are enrolled that semester.
 - iii. The faculty member will discuss the accommodations with the student, assuring that the accommodations will be managed effectively throughout the semester.
 - iv. The Director of the OASIS will also send an initial email notification to the student's faculty members that the student has been approved for accommodations but this notification does not state what the specific accommodations are. Notification regarding specific accommodations comes from the student's official letter.
- f. Faculty Member Meeting with Students
 - i. Faculty members will meet with each of the students in their sections who have disability accommodations to plan for the entire semester.
 - ii. If a student has testing accommodations, a listing of all examinations with dates will be created at that time with faculty and student signatures.

- g. Accommodations Implemented Consistently:
 - i. When the accommodation pertains to testing, the faculty member will complete the Testing Services Form (located on the desktop of all faculty computers). The form must be completed in its entirety, as this provides the necessary information for the Testing Center to plan for testing.
 - ii. It is vital that the student who is tested in the Testing Center have the same experience as students in the classroom (e.g. if the students in the classroom will have open notes, this must also be allowed for the student being accommodated in the Testing Center).
 - iii. Note: Collaborative testing is difficult if not impossible to implement for students with disability accommodations. Therefore, faculty members must use discretion in testing strategies used for the class, assuring a parallel experience for students with accommodations.
- h. Students Work with the Testing Center to Schedule Examinations:
 - i. Students are responsible to work with the Testing Center to schedule examinations and to communicate the scheduled time to faculty members such that they can make proper arrangements for delivery of the examination to the Testing Center.
 - ii. The examinations will preferably be administered on the same day and time as the remainder of the class, but must be delivered within a five-day window surrounding the time of the examination.
 - iii. The instructor may use different versions of an examination within the parameters of parallel content and difficulty (e.g. topics and Bloom's taxonomy levels should be the same).
- i. Renouncing Accommodations:
 - i. Students may elect to discontinue their accommodations at any time.
 - ii. Typically, this will occur by the student notifying the Director of the OASIS. However, there may be times when a student refuses an approved accommodation that a faculty member is attempting to implement.
 - iii. In such situations, the faculty member should document the occurrence on the Accommodations Waiver Form and inform the student that he/she should discuss the perceived lack of need for the accommodation with the Director of the OASIS as soon as possible.

Policy on Student Counseling Services

All currently enrolled students (both part-time and full-time) are eligible for short-term psychotherapy services, if their psychological or developmental concerns fall within the scope of services and level of care described in GENERAL INFORMATION below. Counseling will be provided by a Licensed Counselor, Social Worker, or graduate-level intern supervised by a fully licensed professional. The Student Counseling Service is a function of the Office for Access, Support, and Inclusion Services (OASIS).

Students whose concerns require more than once a week therapy, intensive outpatient, or where the standard of care would include services of a specialist, such as nutritional counseling, a diagnosis-focused psycho-educational or group therapy, or other more intense level of care, may have needs that cannot be met by the Student Counseling Service. These conditions might require a medical leave for treatment via a more intensive level of care, or a referral for more intensive treatment through an off-campus team of professionals.

Treatment Guidelines

Listed below are the types of criteria to be considered when a student intake occurs. These guidelines assist the counselor in making decisions regarding whether or not the Student Counseling Service can offer appropriate services to the student.

Limitations to Treatment

- A. Situations in which MC Student Counseling Service may refuse treatment include:
- B. Student is likely to require emergency intervention, crisis services, or extensive case management.
- C. Student is likely to need 24-hour coverage.
- D. Student is likely to require hospitalization during therapy.
- E. Student has been hospitalized for psychiatric reasons within the last three months.
- F. Student has chronic and/or present self-destructive behaviors that are potentially life threatening.
- G. Student has an alcohol or drug addiction that requires more intensive treatment than Counseling Services provides.
- H. Student does not appear to benefit from therapy or appear motivated to change.
- I. Student is likely to require more than 1 session per week or would not tolerate extended breaks from therapy (e.g. semester or summer break).
- J. Student is unable to meet the demands of active participation in therapy.
- K. Student requires expertise/resources unavailable from the Student Counseling Service.
- L. Court-ordered or forensically oriented treatment (e.g., substance abuse treatment, treatment for criminal behavior such as rape or pedophilia, etc.).
- M. Mandated counseling services may be provided in limited circumstances if deemed appropriate by the Student Counseling Services staff.

Services offered but not limited to:

- A. Anxiety/Stress
- B. Test Anxiety
- C. Alcohol/drug use

- D. Depression
- E. Difficulty concentrating
- F. Grief and loss
- G. Homesickness
- H. Relationship or roommate issues
- I. Study Skills
- J. Managing workload

To schedule a counseling appointment:

Email: counseling@methodistcol.edu

Booking website: <https://mc-counselor.youcanbook.me>

Equal Opportunity and Nondiscrimination

Methodist College provides equal opportunity to all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, transgender, ancestry, age, disability, marital status, military status or unfavorable discharge from military service, citizenship status, or any other factors that are unlawfully discriminatory. It also complies with all applicable Federal and State laws regarding Fair Employment Practices.

Methodist College welcomes persons from all backgrounds and beliefs to join our staff and College community. We seek to create and foster a sense of community that facilitates the development, both personal and professional, of all our members, including employees and students and others who participate in our programs and activities.

Methodist College is committed to providing equal opportunities for all persons regardless of race, color, religion, sex, national origin, sexual orientation, transgender, ancestry, age, disability, marital status, military status or unfavorable discharge from military service, citizenship status, or any other status protected by law (“protected status”). This is reflected in all policies, programs and procedures. Methodist College complies with federal, state and local equal opportunity laws and strives to keep the workplace, and all programs and activities, free from all forms of illegal discrimination and harassment, as well as free from all forms of disrespectful conduct even where such conduct does not constitute a legal violation. (See separate policy on Prohibition of Sexual and Other Forms of Harassment for more details.)

As part of its commitment to equal opportunity, the College is committed to complying with the requirements of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act by providing reasonable accommodation to qualified individuals with disabilities. A disability is defined as a physical or mental impairment substantially limiting one or more major life activities and includes a record of having an impairment that was substantially limiting or being regarded as having such an impairment. Students who believe they have a disability and need an accommodation, either to complete the application process or to meet their academic requirements should contact the Director of the Office of Access, Support and Inclusion Services; employees who believe they need an accommodation to perform their work should contact the Methodist College HR Manager. (See separate Section 504 and Americans with Disabilities Act Accommodation Policy for more details.)

Additionally, as part of its commitment to equal opportunity, the College is committed to providing reasonable accommodations to employees and students who sincerely held religious belief, practice, or observance conflicts with a work, education, or other College requirement, unless doing so would create an undue hardship on the College or would alter requirements essential to the instruction being provided or licensing being pursued. Individuals may also contact the HR Manager, 309-671-3538, office #W130, or the Office for Civil Rights of the U.S. Department of Education.

Discrimination Terms/Definitions:

Age Discrimination:

Methodist College will not refuse to hire or terminate any individual or otherwise discriminate against any individual because of such individual’s age.

Veterans:

Methodist College will not discriminate against disabled veterans, veterans of the Vietnam era or veterans with an unfavorable military discharge.

Gender Discrimination:

Methodist College is committed to providing a positive work environment for all employees free from gender discrimination. Gender discrimination is defined as an action that results in different treatment to anyone based on gender. This applies to employment, including but not limited to hiring, training, promotion, compensation, benefits, and termination.

Handicap/Disability Discrimination:

No qualified handicapped/disabled person shall, on the basis of handicap/disability (with reasonable accommodation) be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination under programs, activities, or employment.

National Origin Discrimination:

National origin discrimination is defined broadly as including, but not limited to, the denial of equal employment opportunity because of an individual's, or his/her ancestor's place of origin; or because an individual has the physical, cultural, or linguistic characteristics of a national origin group.

Methodist College will not discriminate in its programs, use of its facilities, or any employment practice because of the national origin of an individual or group.

Racial Discrimination:

Methodist College reaffirms the principle that our employees and students have a right to be free from racist actions in the form of racial discrimination by any member of the college community or by any unfair or inappropriate treatment accorded as a result of one's race or ethnic background.

Racial discrimination is defined as different treatment of members or underrepresented groups as a result of race.

Religious Discrimination:

Methodist College will not discriminate in our programs, use of facilities, or any employment practices because of religion or religious practices of an individual or group. All students and employees have a right to be free from harassing or discriminatory behavior by any member of our community or by any unfair or inappropriate treatment accorded as a result of one's religion.

Sexual Orientation:

Illinois State Law prohibits discrimination against an individual because of his/her sexual orientation. The college will not seek information regarding a person's sexual orientation and shall not keep any record of such orientation.

Genetic Discrimination:

Title II of the Genetic Information Nondiscrimination Act (GINA) of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay,

fringe benefits, job training, classification, referral and other aspects of employment. GINA also restricts employers' getting genetic information and strictly limits disclosure of genetic information. Genetic information includes information about family members (family medical history); and requests for or receipt of genetic services by applicant, employees, or their family members.

Anti-Harassment and Grievance Procedures

In order to preserve the fundamental dignity and rights of all Methodist College employees or students or those seeking such status with the College, harassment of any form, on the basis of any protected class under the College's Equal Opportunity and Non-Discrimination Policy, is prohibited. This policy provides guidelines for the reporting of instances of such harassment, except for sexual harassment, which is covered by a separate policy statement and procedure.

Harassment and retaliation are contrary to the values of Methodist College, and it is the policy of the College to provide a workplace and learning environment free from unlawful and improper harassment by management, employees, students or any other third parties. Preventing harassment and retaliation, as well as other disrespectful conduct, is the responsibility of all members of the Methodist College community.

- A. Harassment is considered a serious act of misconduct and will subject the perpetrator to corrective action, which may include without limitation mandatory counseling, or disciplinary action, which could include without limitation, suspension without pay, termination, or expulsion. Similarly, Methodist College may modify or terminate its relationships with clients and vendors when their representatives engage in harassment in violation of this policy.
- B. Violations of this policy must be reported as soon as possible to designated personnel as stated in this policy. Every effort will be made to respond to reports of perceived prohibited conduct ("concerns") in an adequate, reliable, impartial and timely manner.

Prohibited Conduct

Methodist College prohibits unwelcome verbal, written, electronic, or physical conduct that denigrates or shows hostility or aversion toward staff, students, faculty members, or other individuals participating in our community because of race, color, sex, religion, age, national origin, disability, pregnancy status or any other protected status under the College's Equal Opportunity and Non-Discrimination Policy. This prohibition applies to all individuals who work for or with the College, students, and others participating in the College community, including parents, relatives, associates of a student, vendors, suppliers or other persons doing business with the College.

Examples of conduct prohibited by this policy include, but are not limited to, employment decisions made based on an employee's protected status; admission or participation decisions based on a student's protected status; verbal conduct such as racial epithets, derogatory comments, hostile or demeaning slurs or comments based on one's protected status; visual conduct such as posters, e-mail, drawings, cartoons, or postings on social media that denigrate based on a protected status; and unwanted physical conduct based on one's protected status. It is not considered harassment of any sort for members of management to enforce job performance and conduct standards in a proper and consistent manner.

Methodist College will not tolerate any act of bullying, including cyber bullying.

Retaliation

Methodist College prohibits retaliation against anyone for reporting discrimination, harassment or retaliation, assisting in making a complaint, cooperating in an investigation, or otherwise exercising their rights or responsibilities under this policy. The College also prohibits retaliation

against anyone because he/she is closely associated with someone who reported, assisted, or cooperated with a discrimination, harassment or retaliation complaint or investigation.

Methodist College will take strong responsive action if retaliation occurs. Retaliation prohibited by this policy includes, but is not necessarily limited to, disparaging comments, uncivil behavior, or other negative treatment. Persons who believe they have been retaliated against in violation of this policy should make a complaint in the manner set forth in the next section. All institutional sanctions are available for those found to have engaged in retaliatory conduct, up to and including termination or expulsion.

Reporting Concerns of Prohibited Harassment and Retaliation

Methodist College takes reports of harassment seriously. How the College responds depends upon a variety of factors, including the wishes of the victim, the facts and circumstances of the specific incident, to whom it was reported, and the College's obligations under applicable federal and state laws. Violations will be addressed according to the appropriate college policy.

Any person who has been subjected to harassment by a student should follow the appropriate policy and can seek assistance from the Director of the OASIS or the Director of Student Affairs and Diversity, Equity, and Inclusion.

Any student who has been subjected to harassment by a Methodist College employee should report the conduct to the employee's Dean, if the employee is faculty, or the College's Human Resources office for any other employee.

No retaliation or disciplinary action of any kind will be taken against any student for the good faith reporting of concerns about their environment. If any retaliation occurs, that is a separate wrong, and the student requested to report the retaliation to the Director of the OASIS or the Director of Student Affairs and Diversity, Equity, and Inclusion.

Sexual Harassment and Grievance Procedures

In order to preserve the fundamental dignity and rights of all Methodist College employees or students or those seeking such status with the College, sexual harassment is prohibited. This policy details types of sexual harassment and the procedure for grievances.

This Policy applies to Sexual Harassment that occurs within the College's Education Programs and Activities and that is committed by an administrator, faculty member, staff, student, contractor, guest, or other member of the College community.

This Policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the College's Education Programs and Activities. This Policy does not apply to Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Sexual Harassment occurs in the College's Education Programs and Activities, such as a study abroad program. Sexual Harassment that occurs either off-campus, in a private setting, and outside the geographic boundaries of the United States is governed by the Student Code of Conduct if committed by a student, the Faculty Handbook if committed by a faculty member, or other College policies and standards if committed by an employee, including but not limited to the Employee-Student Relationships policy.

A. Definitions

- a. "Sexual Harassment" is conduct on the basis of sex that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.
- b. "Quid Pro Quo Sexual Harassment" is an employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual contact.
- c. "Hostile Environment Sexual Harassment" is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the College's Education Programs and Activities.
- d. "Sexual Assault" includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape
 - i. "Rape" is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. There is "carnal knowledge" if there is the slightest penetration of the vagina or penis by the sexual organ of the other person. Attempted Rape is included.
 - ii. "Sodomy" is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - iii. "Sexual Assault with an Object" is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical

- incapacity. An “object” or “instrument” is anything used by the offender other than the offender’s genitalia.
- iv. “Fondling” is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - v. “Incest” is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Illinois law.
 - vi. “Statutory Rape” is sexual intercourse with a person who is under the statutory age of consent as defined by Illinois law.
- e. “Stalking” is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - i. Fear for their safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
 - f. “Consent” refers to words or actions that a reasonable person in the perspective of the Respondent would understand as agreement to engage in the sexual conduct at issue. A person who is Incapacitated is not capable of giving Consent.
 - g. “Incapacitated” refers to the state where a person does not appreciate the nature or fact of sexual activity due to the effect of drugs or alcohol consumption, medical condition or disability, or due to a state of unconsciousness or sleep.
 - h. “Retaliation” is intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.
 - i. “Complainant” means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.
 - j. “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.
 - k. “Formal Complaint” means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment in accordance with this Policy. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the College’s Education Programs and Activities. A “document filed by a Complainant” means a document or electronic submission (such as an email) that contains the Complainant’s physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint.
 - l. “Supportive Measures” are non-disciplinary, non-punitive individualized services offered, as appropriate, and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the College’s Education Programs and Activities without unreasonably burdening another party, including measures designed to protect the safety of all parties implicated by a report or the College’s education environment, or to deter Sexual Harassment. Supportive measures may include: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus

escort services, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, other changes to academic, living, dining, transportation, and working situations, honoring an order of protection or no contact order entered by a State civil or criminal court, and other similar measures. Supportive Measures may also include mutual restrictions on contact between the parties implicated by a report.

- m. “Education Programs and Activities” refers to all the operations of the College, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, performances, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the College. It also includes off-campus locations, events, or circumstances over which the College exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs, including Sexual Harassment occurring in any building owned or controlled by a student organization that is officially recognized by the College.

Sexual Harassment and retaliation are contrary to the values of Methodist College, and it is the policy of the College to provide a workplace and learning environment free from unlawful and improper harassment by management, employees, students or any other third parties. Preventing sexual harassment and retaliation, as well as other disrespectful conduct, is the responsibility of all members of the Methodist College community.

Sexual Harassment is considered a serious act of misconduct and will subject the perpetrator to corrective action, which may include without limitation mandatory training, or disciplinary action, which could include without limitation, suspension without pay or termination or expulsion. Similarly, Methodist College may modify or terminate its relationships with clients and vendors when their representatives engage in harassment in violation of this policy.

Violations of this policy must be reported as soon as possible to designated personnel as stated in this policy. Every effort will be made to respond to reports of perceived prohibited conduct (“concerns”) in an adequate, reliable, impartial and timely manner. If anyone feels that the College has not met its obligations under this policy, that person should contact the Title IX Coordinator.

Prohibited Conduct

In determining whether a hostile environment exists, the College will consider the totality of circumstances, including factors such as the actual impact the conduct has had on the Complainant; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the respective ages of the parties; the context in which the conduct occurred; and the number of persons affected. The College will evaluate the totality of circumstances from the perspective of a reasonable person in the Complainant’s position.

- A. Sexual Harassment: As part of the above-stated policy, no staff, student, faculty member or other individual participating in our College community may sexually harass another individual. Any of the following conduct on the basis of sex constitutes sexual harassment when occurring in the College’s education program or activity in the United States:
 - a. Conditioning an educational benefit or service upon a person’s participation in

- unwelcome sexual conduct (often called “quid pro quo” harassment)
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school’s education program or activity; or
 - c. Sexual assault, dating violence, domestic violence, or stalking.
 - d. Note: Please see policy A-103 for detailed grievance procedures regarding allegations of all other forms of harassment.
- B. Some Forms of Prohibited Sexual Harassment
- a. Sexual violence/assault is a prohibited form of sexual harassment. Sexual violence/assault includes physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity, because he or she is below the minimum age of consent in the applicable jurisdiction, or due to use of drugs and/or alcohol. Some examples of sexual violence/assault include rape, sexual battery, and sexual coercion.
 - b. The following crimes can also constitute sexual harassment when motivated by a person’s sex:
 - i. Domestic Violence (referred to as “Domestic Battery” under Illinois criminal statutes). A person commits domestic battery if he or she knowingly without legal justification by any means: (1) causes bodily harm to any family or household member; (2) makes physical contact of an insulting or provoking nature with any family or household member. “Family or household members” include spouses, former spouses, parents, children, stepchildren, and other person related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who share or allegedly share a blood relationship through a child, persons who have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers. *See* 720 Ill. Comp. Stat. 5/12-0.1 and 5/12-3.2.
 - ii. Dating Violence. Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Such a relationship is characterized by the expectation of affection or sexual involvement between the parties. The existence of such a relationship shall be determined based on a consideration of the (1) length of the relationship, (2) type of relationship, and (3) frequency of interaction between the persons involved in the relationship.
 - iii. Stalking. Under 720 Ill. Comp. Stat. 5/12-7.3, a person commits stalking when he or she:
 - 1. Knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to:
 - a. Fear for his or her safety or the safety of a third person; or
 - b. Suffer other emotional distress.
 - 2. Knowingly and without lawful justification, on at least 2 separate occasions, follows another person or place the person under surveillance or any combination thereof; and
 - a. At any time transmits a threat of immediate or future bodily

- harm, sexual assault, confinement or restraint and the threat is directed towards that person or a family member of that person; or
- b. Places that person in reasonable apprehension of immediate or future bodily harm, sexual assault, confinement or restraint to or of that person or a family member of that person.
- 3. Previously has been convicted of stalking another person and knowingly and without lawful justification on one occasion:
 - a. Follows that same person or places that same person under surveillance; and
 - b. Transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person.
- iv. Domestic violence, dating violence, and stalking are violations of this policy even when such conduct is not motivated by sex.

C. Consent

- a. Lack of consent is a critical factor in determining whether sexual violence/assault has occurred. Consent is informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. Consent is not passive.
 - i. Silence or lack of physical or verbal resistance does not imply consent.
 - ii. If coercion, intimidation, threats, and/or physical force are used, there is no consent.
 - iii. Consent cannot be inferred from a person's manner of dress.
 - iv. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
 - v. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
 - vi. Consent to past sexual activity does not constitute consent to future sexual activity.
 - vii. Consent can be withdrawn at any time. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. When consent is withdrawn, sexual activity must immediately stop.
 - viii. Being in a romantic relationship with someone does not imply consent to sexual activity. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act.
 - ix. Effective consent may not exist when there is a disparity in power between the parties (e.g., faculty/student, supervisor/employee).
 - x. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following:
 - 1. The individual is incapacitated due to drug or alcohol consumption, either voluntarily or involuntarily;
 - 2. The individual is unconscious, asleep, or otherwise unaware that sexual activity is occurring;
 - 3. The individual is below the minimum age of consent in the

- applicable jurisdiction (17 years in Illinois); or
4. The individual has a mental disability that impairs his or her ability to provide consent.
- b. If coercion*, intimidation, threats, and/or physical force are used, there is no consent; a person's lack of verbal resistance or submission resulting from the use or threat of force does not constitute consent.
- i. Coercion is direct or implied threat of danger, hardship, or retribution sufficient to persuade a reasonable person to engage in sexual activity in which they otherwise would not engage or to which they otherwise would not submit. Coercion is different from seductive behavior based on the type of pressure someone uses to get another to engage in sexual activity. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's free will and ability to choose whether or not to engage in sexual activity. Coercion can include unreasonable and sustained pressure for sexual activity. 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; once a person has made it clear 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, you should be absolutely clear that they have changed their mind and are consenting before proceeding in sexual activity with them.
 - ii. If a person is mentally or physically incapacitated or impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation, there is no consent. Warning signs of when a person may be incapacitated due to drug and/or alcohol use include: slurred speech, falling down, passing out, and vomiting.
 - iii. If a person is asleep or unconscious, there is no consent.
 - iv. A person who is under age in the applicable jurisdiction cannot provide consent to sexual activity.
 - v. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
 - vi. Consent to past sexual activity does not imply consent to future sexual activity
 - vii. Dressing in a certain manner does not constitute consent
 - viii. Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another
 - ix. Consent can be withdrawn. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent.
- c. Incapacitation is a state where an individual cannot make an informed and rational decision to consent to engage in sexual contact because the individual lacks conscious knowledge of the nature of the act (e.g., to understand the "who, what, where, when, why or how" of the sexual interaction) and/or is physically or mentally helpless. An individual is also considered incapacitated, and therefore unable to give consent, when asleep, unconscious, or otherwise unaware that sexual contact is occurring.

- i. Incapacitation can only be found when the Respondent knew or should have known that the Complainant was incapacitated when viewed from the position of a sober, reasonable person. One's own intoxication is not an excuse for failure to recognize another person's incapacitation.
- ii. Incapacitation may result from the use of alcohol and/or other drugs; however, consumption of alcohol or other drugs, inebriation, or intoxication alone are insufficient to establish incapacitation. Incapacitation is beyond mere drunkenness or intoxication. The impact of alcohol or drugs varies from person to person, and evaluating incapacitation requires an assessment of how consumption of alcohol and/or drugs impacts an individual's:
 - 1. Decision-making ability
 - 2. Awareness of consequences
 - 3. Ability to make informed judgments
 - 4. Capacity to appreciate the nature of circumstances of the act.
- iii. No single factor is determinative of incapacitation. Some common signs that someone may be incapacitated include slurred speech, confusion, shaky balance, stumbling or falling down, vomiting, and unconsciousness.

D. Retaliation

- a. Methodist College prohibits retaliation against anyone for reporting discrimination, harassment or retaliation, assisting in making a complaint, cooperating in an investigation, or otherwise exercising their rights or responsibilities under this policy. The College also prohibits retaliation against anyone because he/she is closely associated with someone who reported, assisted, or cooperated with a discrimination, harassment or retaliation complaint or investigation.
- b. Methodist College will take strong responsive action if retaliation occurs. Retaliation prohibited by this policy includes, but is not necessarily limited to, disparaging comments, uncivil behavior, or other negative treatment. The exercise of rights protected under the First Amendment does not constitute retaliation. Persons who believe they have been retaliated against in violation of this policy should make a complaint in the manner set forth in the next section. All institutional sanctions are available for those found to have engaged in retaliatory conduct, up to and including termination or expulsion.

Reporting Concerns of Prohibited Harassment and Retaliation

- A. Methodist College takes reports of sexual misconduct seriously. How the College responds depends upon a variety of factors, including the wishes of the complainant, the facts and circumstances of the specific incident, to whom it was reported, and the College's obligations under applicable federal and state laws.
- B. Reports may be made by complainants, third parties, witnesses, or bystanders. There are various reporting and confidential disclosure options available to students and employees of the College community to enable them to make informed choices about where to turn should they experience sexual misconduct. This section provides information about options for disclosure and reporting an incident.
 - a. Electronic Reporting
 - i. Anyone who has experienced conduct prohibited by this policy is encouraged to make a report. Those who have experienced such conduct should understand that some employees at the College, (those designated as

“responsible employees” as indicated below), have an obligation to report concerns to the Title IX Coordinator or a Deputy Coordinator. Within 12 hours of receiving an electronic report, the College will respond to the reporter through verbal, written, or electronic communication.

ii. Title IX Coordinator

Danielle McCoy

Director, Office of Access, Support, and Inclusion Services

(309) 282-8451 #W160

ReportTitleIX@methodistcol.edu

b. Anonymous and Third-Party Reporting

- i. The College encourages victims of sexual misconduct to talk to someone to ensure their health and wellbeing. The College provides anonymous reporting for victims who do not wish to be identified. Methodist College has anonymous reporting option through this link: [Anonymous Reporting](#)
- ii. Anonymous reports will be accepted by the College and supportive measures will be offered to complainants (if known), but a formal complaint cannot be submitted anonymously.
- iii. Visitors, bystanders, and third-parties may make a report by contacting the Title IX Coordinator or a Deputy Title IX Coordinator.

c. Responsible Employees

- i. “Responsible employees” are those employees who are designated as “officials with authority to take corrective action”. Employees who hold a title of “Dean”, “Vice Chancellor”, or “Chancellor” are considered responsible employees under this policy and must report conduct prohibited by this policy to the Title IX Coordinator or Deputy. All other employees who do not hold a title of “Dean”, “Vice Chancellor”, or “Chancellor” and who are not the Title IX Coordinator or Deputy must not report conduct prohibited by this policy unless given consent by the reporter.
- ii. Before a person reveals information that he/she may wish to keep confidential, a responsible employee should make every effort to ensure the person understands:
 1. The employee’s obligation to report the names of the accused individual and person involved in the accused sexual violence as well as relevant facts regarding the accused incident (including the date, time and location) to the Title IX Coordinator or other appropriate school official
 2. The person’s option to request that the school maintain his or her confidentiality, which the school (e.g. Title IX Coordinator) will consider, and
 3. The person’s ability to share the information confidentially with counseling, advocacy, mental health, or sexual-assault-related services.
- iii. Responsible employees are required to report all information, including the survivor/victim’s name and incident details, to the Title IX Coordinator or Deputy.

C. Content of a Report & Timing

- a. So that the College has sufficient information, a report being made for purposes of

an investigation should include as much information as possible, such as: (1) the date(s) and time(s) of the alleged conduct; (2) the names of all person(s) involved in the alleged conduct, including possible witnesses; (3) all details outlining what happened; and (4) contact information for the complainant so that the College may follow up appropriately.

- b. The College encourages persons to make reports as soon as possible because late reporting may limit the College's ability to investigate and respond to the conduct complained of.

D. Information Provided to the Complainant and Respondent

A complainant who makes a claim of sexual violence/assault, domestic violence, dating violence, or stalking to the College will be given a copy of the document titled "Rights and Options After Filing a Complaint Under the College's Sexual Harassment Policy." This document provides information about this policy and the procedures used to investigate and resolve complaints of this nature, possible supportive measures that may be available, options for filing complaints with the local police, and resources that are available on campus and in the community, as well as other pertinent information. A person against whom a complaint has been filed will also be given similar information about the process and resources.

E. Conduct that Constitutes a Crime

- a. Any person who wishes to make a complaint that also constitutes a crime—including sexual violence/assault, domestic violence, dating violence, or stalking—is encouraged to make a complaint to local law enforcement. If requested, the College will assist the complainant in notifying the appropriate law enforcement authorities. In the event of an emergency, please contact 911. A victim may decline to notify such authorities.
- b. For more information regarding the option to pursue a criminal complaint, contact:
Peoria Police
600 SW Adams
Peoria, IL 61602
(309) 673-4521
- c. Whether or not criminal charges are filed, the College will initiate an investigation as provided in this Policy where appropriate. The "Requesting Confidentiality to a Non-Confidential Source" Section below includes additional information regarding requests for confidentiality or requests that no investigation be conducted. Any pending criminal investigation or criminal proceeding may have some impact on the timing of the College's investigation, but the College will commence or resume its own investigation as soon as is practicable under the circumstances. The College reserves the right to commence and/or complete its own investigation prior to the completion of any criminal investigation or criminal proceeding. The College also may, in some circumstances, be required by law enforcement to defer the fact-finding portion of its investigation for a limited time while law enforcement gathers evidence. In such cases, the Title IX Coordinator shall inform the parties of the need to defer the College's fact-finding, provide regular updates on the status of the investigation and notify the parties when the College's fact-finding resumes. During this time period, the College will take any additional measures necessary to protect and support the parties and the College community. The College's authority to sanction members of the College

- community applies only to the violation of College rules, policies and procedures.
- d. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of Sexual Assault, Dating Violence, Domestic Violence, or Stalking under this Policy, criminal investigations or reports are not determinative of whether Sexual Assault, Dating Violence, Domestic Violence, or Stalking, for purposes of this Policy, has occurred. In other words, conduct may constitute Sexual Assault, Dating Violence, Domestic Violence, or Stalking under this Policy even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to investigate or prosecute.
- F. Amnesty
- a. The College recognizes that an individual who has engaged in behavior that may violate the College's Student Code of Conduct may be hesitant to report instances of sexual harassment, including sexual violence/assault. To encourage reporting, the College will grant immunity to any student who reports, in good faith, an alleged violation of this policy to the Title IX Coordinator or other employee. The reporting student will not receive a disciplinary sanction by the College for a conduct violation, such as under aged drinking, that is revealed in the course of such a report, unless the College determines that the violation was egregious, including without limitation, an action that places the health and safety of any other person at risk.
 - b. Notwithstanding the College's commitment to amnesty in these situations, the College may require the reporting individual to attend a course or pursue other educational interventions related to alcohol and drug use. Further, this amnesty provision does not prevent action by police or other legal authorities against an individual who has illegally consumed alcohol or drugs or otherwise violated the law.
- G. Special Guidance Concerning Complaints of Sexual Violence/Assault, Domestic Violence, Dating Violence, and Stalking
- If you are the victim of sexual violence/assault, domestic violence, or dating violence:
- a. Do not blame yourself. These crimes are never the victim's fault.
 - b. Recommend you immediately go to the emergency room of a local hospital and contact local law enforcement, in addition to making a prompt complaint under this policy.
 - c. Do everything possible to preserve evidence by making certain that the crime scene is not disturbed. Preservation of evidence may be necessary for proof of the crime or in obtaining a protection order.
 - d. Should not bathe, urinate, douche, brush teeth, or drink liquids until after they are examined and, if necessary, a rape examination is completed.
 - e. Clothes should not be changed.
 - f. Write down as much as you can remember about the circumstances, including description of assailant. Save any electronic communications with the assailant.
 - g. It is also important to take steps to preserve evidence in the form of letters, emails, text messages, social media posts, etc. These types of evidence are valuable in all situation, and they may be the only types available in instances of stalking.
 - h. Contact a trusted person, such as a friend or family member for support.
 - i. When necessary, seek immediate medical attention at an area hospital and take a full change of clothing, including shoes, for use after a medical examination.

Medical forensic examinations are completed at no cost to the survivor.

- j. The nearest emergency department is:
 - i. UnityPoint Methodist: 221 NE Glen Oak, Peoria, IL (309) 672-4848
 - ii. UnityPoint Proctor: 5409 N. Knoxville, Peoria, IL (309) 681-1000
 - iii. UnityPoint Pekin: 600 S. 13th St., Pekin, IL (309) 347-1151
 - iv. OSF St. Francis: 530 NE Glen Oak, Peoria, IL (309) 655-2000

H. Confidential Reporting

- a. The College recognizes that individuals who feel they have been victims of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may require time and support in considering whether or how to participate in any College or law enforcement process. The College also recognizes that individuals who have been accused of Sexual Assault, Dating Violence, Domestic Violence, or Stalking may also require support. There are confidential resources on campus and in the community available to any individual who needs support or assistance.
- b. On-Campus Confidential Advisors
 - i. Individuals wishing to obtain confidential assistance without making a report to the College may speak with one of the College's confidential advisors. Confidential advisors are available to discuss incidents or accusations of Sexual Assault, Dating Violence, Domestic Violence, or Stalking with both Complainants and Respondents in confidence, and provide emotional support in a safe and confidential space.
 - ii. Confidential advisors generally only report to the College that an incident is alleged to have occurred without revealing any personally identifying information.
 - iii. Disclosures to confidential advisors **will not** trigger the College's investigation into an incident.
 - iv. All of the College's confidential advisors shall receive forty hours (40) of initial training regarding sexual violence and participate in six (6) hours of annual continuing education thereafter. In addition to providing confidential counseling, confidential advisors also provide emergency and ongoing support to individuals who have experienced or been accused of Sexual Assault, Dating Violence, Domestic Violence, or Stalking including:
 - 1. Providing information regarding the individual's reporting options and possible outcomes, including making a report or a Formal Complaint under this Policy and notifying local law enforcement;
 - 2. Providing information about available resources and services, including but not limited to services available on campus and through community-based resources such as sexual assault crisis centers, medical treatment facilities, counseling services, legal resources, medical forensic services and mental health services;
 - 3. Providing information regarding orders of protection, no contact orders or similar lawful orders issued by the College or a criminal or civil court;
 - 4. An explanation of the individual's right to have privileged, confidential communications with the confidential advisor consistent with applicable law;
 - 5. Upon request and as appropriate, providing assistance in contacting

- campus officials, community-based sexual assault crisis centers, campus security, and/or local law enforcement; and/or
- 6. Upon request, providing assistance with securing Supportive Measures and accommodations.
- 7. Confidential Advisor Contact Information:
Kendra Moultrie, MS, LPC
Student Counselor
W158 (309) 671-5177
- c. Confidential Resources in the Community
 - i. The following off-campus agencies also employ individuals available to assist members of the College community with issues relating to Sexual Assault, Dating Violence, Domestic Violence, or Stalking in confidence. Disclosures to these entities *will not* trigger the College's investigation into an incident. Please note that limitations of confidentiality may exist for individuals under the age of 18.
 - 1. National Sexual Assault Telephone Hotline: (800) 656-HOPE (4673)
 - 2. State of Illinois Domestic Violence Hotline: (877) 863-6338
 - 3. Center for Prevention of Abuse
720 W. Joan Court
Peoria, IL 61614
(800) 559-7233; 24 hour hotline
 - ii. Once a complaint of sexual violence/assault, domestic violence, dating violence, or stalking is made to the College, the complainant has several options such as, but not limited to:
 - 1. contacting parents or a relative
 - 2. seeking legal advice
 - 3. seeking personal counseling (always recommended)
 - 4. pursuing legal action against the perpetrator
 - 5. pursuing disciplinary action through the College
 - 6. requesting that no further action be taken
 - 7. requesting further information about the College's policy and procedures for addressing this type of conduct
 - 8. requesting further information about available resources
- I. Bad Faith Reports
While the College encourages all good faith reports of concerns, the College has the responsibility to balance the rights of all parties. Therefore, if the College's investigation reveals that a complaint was knowingly false, the complaint will be dismissed and the person who filed the knowingly false complaint may be subject to discipline.
- J. Responsibilities of the Title IX Coordinator
The Title IX Coordinator's responsibilities include overseeing all Title IX complaints and identifying and addressing any patterns or systemic problems that arise during the review of such complaints. The Title IX Coordinator also assists the College community in understanding this policy, is available to answer questions about the policy, directs individuals to available resources both off campus and in the community, and ensures appropriate training and educational programming is implemented.
- K. Other Matters Related to the Investigation of a Report

- a. Implementing Supportive Measures After a Report has been Filed
 - i. The College will provide supportive measures to the complainant party involved in the alleged incident whether or not the complainant decides to proceed with a formal complaint. Supportive measures are individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the respondent party while designed to ensure equal educational access, protect safety, and/or deter sexual harassment. This may include counseling services, deadline extensions, modifications to work or class schedules, campus escorts, change in housing assignment, increased security monitoring, or mutual restrictions on contact.
 - ii. Requests to change an academic, living, dining, transportation, or work situation, or for any other supportive measure (such as a no-contact order), should be made to the Title IX Coordinator. In the event such a measure is implemented, the College will maintain it as confidential to the extent that maintaining confidentiality would not impair the College's ability to provide it. The Title IX Coordinator will communicate with each party throughout the investigation to ensure supportive measures remain necessary and effective.
 - iii. If a complainant has obtained an ex parte order of protection, full order of protection, or any other temporary restraining order or no contact order against the alleged perpetrator from a criminal, civil, or tribal court, the complainant should provide such information to the Title IX Coordinator and Methodist College Campus Safety. The College, in conjunction with Methodist Security, will take all reasonable and legal action to implement the order.
- b. Investigation and Confidentiality
 - i. All reported concerns will be promptly and thoroughly investigated in accordance with the Grievance Procedures, and the College will take disciplinary action where appropriate. The College will make reasonable and appropriate efforts to preserve an individual's privacy and protect the confidentiality of information when investigating and resolving a complaint. While the College cannot guarantee confidentiality, the College will not disclose the identity of the complainant or respondent, except as necessary to resolve the complaint or to implement supportive measures or when provided by State or federal law.
 - ii. In the event a complainant requests to remain anonymous or chooses not to file a formal complaint, the College will typically not investigate the allegation. However, the College reserves the right to initiate an investigation despite a complainant's request for confidentiality in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the College community.
 - iii. Note that certain types of sexual misconduct are considered crimes for which the College must disclose crime statistics in its Annual Security Report that is provided to the campus community and available to the public. These disclosures will be made without including personally identifying information.

L. Resolution

If a reported Concern is found to be substantiated, the College will take appropriate corrective and remedial action to prevent the recurrence of the conduct and correct its discriminatory effects. Students and employees found to be in violation of this policy will be subject to discipline up to and including mandatory training, written reprimand, probation, suspension, demotion, termination, or expulsion. Affiliates and program participants may be removed from College programs and/or prevented from returning to campus. Remedial steps may also include counseling, academic, living, dining, transportation, or work accommodations, separation of the parties, and training for the respondent and other persons.

Grievance Procedure

These procedures apply to concerns raised by any member of the College community as well as others that participate in the College's programs and activities, including third-party visitors on campus.

A. Identifying the Investigator(s)

Once a formal complaint has been reported to the Title IX Coordinator, an investigation will be commenced. The Title IX Coordinator, or designee(s) appointed by the Title IX Coordinator, will lead the investigation and may consult with appropriate College officials and/or legal counsel as appropriate. If the Concern is with respect to conduct of the Chancellor of Methodist College, the investigation shall be coordinated and resolved by the Chair of the Board of Directors.

B. Preliminary Matters Regarding the Investigation

- a. After receiving a report under "Reporting Sexual Harassment," the Title IX Coordinator will conduct a preliminary assessment to determine:
 - i. Whether the conduct, as reported, falls or could fall within the scope of this Policy (see "Scope"); and
 - ii. Whether the conduct, as reported, constitutes or could constitute Sexual Harassment.
- b. The complainant must be participating in or attempting to participate in the education program or activity of Methodist College at the time the complaint is filed.
- c. All formal complaints will be investigated in an adequate, reliable, impartial and timely manner by the appropriate Methodist College official. The goal is to have the investigation completed within sixty (60) calendar days. However, if the nature of the investigation requires a longer period of time, the complainant and the respondent will be given periodic updates concerning the status of the investigation. Parties will have equal rights during the investigation. Any real or perceived conflicts of interest between investigators or the decision-maker(s) and the parties should be disclosed. If an involved College official determines that he or she cannot apply the Grievance Procedures fairly and impartially because of the identity of a complainant, respondent, or witness, or due to any other conflict of interest, another appropriate individual will be designated to administer the procedures.
- d. The investigation will utilize the preponderance of the evidence standard; that is, whether it is more likely than not that the alleged conduct occurred.
- e. Both parties will have the opportunity to have an advisor accompany him or her at

all stages of the process. If either party does not supply their own advisor one will be supplied free of charge by Methodist College. The advisor will not take an active role in any interviews or meetings but will conduct the cross-examination on behalf of the complainant or respondent during the live hearing. The advisor must agree to maintain the confidentiality of the process. An advisor may be removed if he or she becomes disruptive, harasses or intimidates others involved in the process, or does not abide by the limitations discussed in the previous sentence. Additionally, the College is not required to allow a particular advisor to be involved in the process if it would cause undue delay of any meeting with the investigator. An advisor will be asked to sign an affirmation that he or she understands his or her role in the process.

- f. Some conduct covered by this policy may also constitute criminal conduct, and the complainant is encouraged, but not required, to file a report with the appropriate law enforcement authorities. If requested, the College will assist the complainant in doing so. The pendency of a criminal investigation, however, does not relieve the College of its responsibilities under the law. Therefore, to the extent doing so does not interfere with any criminal investigation, the College will proceed with its own investigation and resolution of complaint.
- g. A case will be dismissed if
 - i. the conduct does not meet the definition of sexual harassment as defined in this policy
 - ii. the conduct did not occur in the College's education program or activity,
 - iii. the conduct did not occur in the United States, or
 - iv. the respondent is no longer employed and/or enrolled at Methodist College. Such a dismissal does not preclude action under another provision such as the student code of conduct and does not eliminate the complainant's right to supportive measures.

C. Interim Removal

- a. At any time after receiving a report of Sexual Harassment, the Title IX Coordinator may remove a student Respondent from one or more of the College's Education Programs and Activities on a temporary basis if an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal. In the event the Title IX Coordinator imposes an interim removal, the Title IX Coordinator must offer to meet with the Respondent within twenty-four hours and provide the Respondent an opportunity to challenge the interim removal.
- b. In the case of a Respondent who is a non-student employee (administrator, faculty, or staff), and in its discretion, the College may place the Respondent on administrative leave at any time after receiving a report of Sexual Harassment, including during the pendency of the investigation and adjudication process (see "Investigation" and "Adjudication").
- c. For all other Respondents, including independent contractors and guests, the College retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time, and for any reason, whether after receiving a report of Sexual Harassment or otherwise.

D. Informal Resolution

- a. Informal means of resolution, such as mediation, may be used in lieu of the formal investigation procedure described below. The following standards apply to any informal resolution method that is utilized:
- b. The informal process can only be used with both parties' voluntary cooperation after receiving a full disclosure of the allegations and their options for formal resolution, and with appropriate involvement by the institution (e.g., the Title IX Coordinator).
- c. The complainant will not be required to "work out" the problem directly with the respondent.
- d. Either party may terminate the informal process at any time prior to agreeing to a resolution and elevate the complaint to or continue with the formal investigation procedures described below.
- e. With the agreement of the parties involved and the College, a complaint may be informally resolved at any stage of these procedures.
- f. If informal resolution is reached, it will be documented in writing and signed by both parties. Because informal resolution is a voluntary and mutually agreeable process, a resolution reached via informal means cannot be appealed.
- g. Informal resolution is not an option to resolve allegations against an employee.

E. Initial Evaluation of the Complaint and Notification to the Parties

- a. When a report is made, the Title IX Coordinator (or designee) will meet with the complainant and evaluate whether the report falls within the scope of this policy. If it does not fall under the policy, the complainant will be so informed. In such situations, other college procedures may be applicable to the conduct complained of.
- b. If it is determined that the complaint is covered by the policy supportive measures will be immediately offered to the complainant. Prior to the commencement of the investigation, a prompt written notice will be provided to the respondent and complainant of the allegations constituting a potential violation of the policy, including identities of the parties involved, the specific section of the policy allegedly violated, the precise conduct constituting the potential violation, and the date(s) and location(s) of the alleged incident.
- c. In addition, the complainant and the respondent shall (i) receive notice of the individual(s) with authority to make a finding or impose a sanction at the conclusion of the investigation, (ii) have the opportunity to request a substitution if the participation of an individual with authority to make a finding or impose a sanction poses a conflict of interest, and (iii) receive notice of their right to an advisor of their choice. If either party does not have an advisor Methodist College will supply an advisor at no charge.
- d. Respondents are presumed not responsible under this policy until the conclusion of the grievance process.

F. Formal Investigation

- a. After the written notice has been sent to both parties, the investigator will commence an investigation of a complaint as soon as practicable, but not later than seven (7) calendar days after the complaint is made. The purpose of the investigation is to gather information and collect evidence to be presented at the hearing. In certain narrow circumstances, the investigator may commence an

investigation even if the complainant requests that the matter not be pursued. In such a circumstance, the investigator will take all reasonable steps to investigate and respond to the matter in a manner that is informed by the complainant's articulated concerns.

- b. During the investigation, the complainant will have the opportunity to describe his or her allegations and present supporting witnesses or other evidence. The respondent will have the opportunity to respond to the allegations and present supporting witnesses or other evidence. During the investigation, the investigator will provide an equal opportunity for the parties to be interviewed, to present witnesses (including fact and expert witnesses), and to present other inculpatory and exculpatory evidence. Notwithstanding the foregoing, the investigator retains discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning sexual history of the Complainant, as specified in "Sexual History." The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own. Throughout the investigation, the parties will receive written notice in advance of any meetings so that they have sufficient time to prepare for meaningful participation. The investigator will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. All parties and witnesses involved in the investigation are expected to cooperate and provide complete and truthful information.
- c. At the conclusion of the evidence-gathering phase of the investigation, but prior to the completion of the investigation report, the Investigating Officer will transmit to each party and their advisor, in either electronic or hard copy form, all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence the College may choose not to rely on at any hearing and inculpatory or exculpatory evidence whether obtained from a party or some other source. Thereafter, the parties will have ten (10) business days in which to submit to the investigator a written response, which the investigator will consider prior to completing the investigation report.
- d. The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not duplicate or disseminate the evidence to the public.
- e. The preliminary written report will be updated with the parties' comments, if any, and will then be provided back to the parties at least ten (10) business days prior to the date of the hearing.

G. Consolidation of Formal Complaints

The College may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where the investigation and adjudication process involve more than one Complainant or more than one Respondent,

references in this Policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable. A Formal Complaint of Retaliation may be consolidated with a Formal Complaint of Sexual Harassment.

H. Hearing

- a. Both parties and all witnesses will be given written notice of the date and time of the hearing at least ten (10) business days in advance.
- b. During the hearing each party’s advisor will ask questions and cross-examine the witnesses and other parties. Individuals will be present using remote video technology so as to not be physically present in the same room.
- c. The Decision-maker(s) will determine if each question is relevant before the party gives their answer. If the question is deemed irrelevant the decision-maker(s) will supply the rationale.
- d. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility.
- e. The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing officer will have discretion to modify the Hearing Procedures, when good cause exists to do so.
- f. Once the hearing has concluded, the decision-maker(s) will draft a written report, which will include information regarding appeal rights, regarding responsibility with the findings of fact, conclusions about whether the alleged conduct occurred, rationale for the result as to each allegation, any disciplinary sanctions imposed on the respondent and whether remedies will be provided to the complainant. If the decision-maker(s) determines that a policy violation occurred, it, in consultation with other College officials as needed, shall set forth in the report those steps necessary to maintain an environment free from discrimination and harassment and to protect the safety and well-being of the complainant and other members of the College community. Such actions will also include reasonable steps to correct the effects of such conduct on the complainant and others and to prevent the recurrence of discrimination, harassment, and retaliation. Examples of such action include: no-contact orders, classroom reassignment, the provision of counseling or other support services, training, and discipline for the perpetrator, including up to termination, expulsion, or other appropriate institutional sanctions.
- g. Methodist College will simultaneously send the written determination to the complainant and the respondent including appeal rights within seven (7) calendar days of the hearing’s conclusion.
- h. The decision shall be the final resolution of the matter subject only to the right of appeal set forth below.

Appeals from Decisions on Concerns

A. Basis for Appeal

- a. Either the complainant or the respondent may appeal decisions on concerns, including corrective action if any.
- b. Grounds for appeal are as follows:
 - i. A procedural error occurred that affected the outcome of the matter.
 - ii. New information exists that would substantially change the outcome of the finding.
 - iii. Title IX personnel had a conflict of interest or bias that affected the

outcome of the matter.

iv. The sanction is disproportionate with the violation.

B. Where and When to Bring an Appeal of a Concern

- a. The complainant or respondent may appeal a decision, including corrective action if any, to the Chancellor of the College, or Chancellor's designee, within, ten (10) business days of receiving notification of the prior decision, absent extenuating circumstances. The decision of the Chancellor of the College is final.
- b. In cases of resolution of a Concern against the Chancellor, complainant or respondent may seek reconsideration of the Chair of the Board's decision and the Chair may designate an individual or individuals to recommend a decision on reconsideration. The decision of the Chair's designee(s) on reconsideration is final.
- c. Appeals must be in writing and contain the following information:
 - i. Name, college address and e-mail address of complainant.
 - ii. Name, college address and e-mail address of respondent.
 - iii. A statement of all decisions, including corrective action if any, at all levels in the process.
 - iv. A detailed statement of the basis for the appeal including the specific facts and circumstances in support of the appeal.
 - v. Requested action, if any.
- d. When a party files an appeal, the non-appealing party will be notified in writing that an appeal has been filed.

C. Review of the Appeal

- a. The College official (i.e., Chancellor or her/his designee) acting on the appeal may take any and all actions which in his/her discretion she/he determines are in the interest of a fair and just decision, including upholding, reversing, or modifying any decision or corrective action. The complainant or respondent may request a meeting with the College official. However, the decision to grant a meeting is at the discretion of the College official. If one party is allowed to meet with the College official, the other party will be granted a similar opportunity.
- b. The College official will make her/his decision and notify the complainant, respondent, underlying decision maker and others on a need to know basis in writing within seven (7) business days of receiving the appeal, including a notification of any changes made to the previous decision. If a decision within that time frame is not practicable under the circumstances, both complainant and respondent will be given periodic status reports until the decision on the appeal is rendered.

D. General Matters

- a. These procedures will be implemented by officials who receive a minimum of 8-10 hours of training on an annual basis on the issues related to discrimination, harassment, sexual violence/assault, domestic violence, dating violence, and stalking and on how to conduct an investigation that protects the safety of victims and promotes accountability. The College shall have a sufficient number of individuals trained to resolve reports of concerns so that (i) a substitution can occur in the case of a conflict of or recusal and (ii) an individual or individuals with no prior involvement with the initial determination or finding hear any appeal brought by a party.
- b. As necessary and when applicable, the College will contact and cooperate with law

enforcement in situations involving sexual violence/assault, dating violence, domestic violence, and stalking.

- c. Employees also are free to file a charge of discrimination regarding harassment with either the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC). A charge must be filed with the IDHR within 180 days of the unlawful harassment. A charge must be filed with the EEOC within 300 days of the unlawful harassment. In either case, the deadline for filing such a Charge runs from the last date of unlawful harassment. Complaints also may be made to the Office of Civil Rights in the U.S. Department of Education.
- d. IDHR offices are located in Springfield and Chicago and EEOC offices are located in Chicago. Please see appropriate postings or contact Human Resources if additional assistance is needed in contacting either.
- e. Because the College recognizes that the prevention of Sexual Harassment, including Sexual Assault, Domestic Violence, Dating Violence, and Stalking, is important, it offers educational programming to a variety of groups such as: campus personnel; incoming students and new employees participating in orientation; and members of student organizations. Among other elements, such training will cover relevant definitions, procedures, and sanctions; will provide safe and positive options for bystander intervention; and will provide risk reduction information, including recognizing warning signs of abusive behavior and how to avoid potential attacks. The College's educational programming will comply with the Illinois Preventing Sexual Violence in Higher Education Act and any other applicable federal or state law. To learn more about education resources, please contact the Title IX Coordinator.
- f. The College will retain those records specified in 34 C.F.R. § 106.45(b)(10) for a period of seven years after which point in time they may be destroyed, or continue to be retained, in the College's sole discretion. The records specified in 34 C.F.R. § 106.45(b)(10) will be made available for inspection, and/or published, to the extent required by 34 C.F.R. § 106.45(b)(10) and consistent with any other applicable federal or state law, including FERPA.
- g. Words used in this Policy will have those meanings defined herein and if not defined herein will be construed according to their plain and ordinary meaning.
- h. The College retains discretion to interpret and apply this Policy in a manner that is not clearly unreasonable, even if the College's interpretation or application differs from the interpretation of the parties.
 - i. Equal Employment Opportunity Commission
500 West Madison Street, Suite 2800
Chicago, IL 60661
(312) 353-2713 * (800) 669-4000 * (800) 669-6820TDD
 - ii. Illinois Department of Human Rights
222 South College - Room 101 A
Springfield, IL 62704
(217) 785-5100 * (217) 785-5125 TDD
 - iii. Illinois Human Rights Commission
(217) 785-4350 Springfield*
(312) 814-6269

- (217) 557-1500 TDD Springfield*
(312) 263-1579 TDD Chicago
- iv. Office of Civil Rights
U.S. Department of Education
400 Maryland Ave., S.W.
Washington, D.C. 20202-1100
(800) 421-3481 * (877) 521-2172 TDD

**This policy will be distributed widely within Methodist College. This policy can be found on the intranet for the benefit of its employees, students, clients and vendors. Methodist College will include this policy in its employee and student handbooks. This policy does not create any contract rights.

Reporting Options:

Title IX Coordinator
Danielle McCoy
Director, Office of Access, Support, and Inclusion Services
Methodist College, Office #W160
(309) 282-8451

Confidential Advisor:

Kendra Moultrie, MA, LPC
Student Counselor
Methodist College, Office #W158
(309) 671-5177

Center for Prevention of Abuse

720 W. Joan Court
Peoria, IL 61614
(800) 559-7233 – 24 hour hotline

Other Resources:

Crisis and/or Suicide Hotline (855) 837-4673
A trained helper is available 24 hours a day/7 days a week

Emergency Response Service (309) 671-8084

Trained helpers can transport a person who is actively suicidal

DHS Family Community Resource Center in Peoria County

211 Fulton Street, #300
Peoria, IL 61602
(309) 671-8100
TDD (866) 451-5763

“one stop” shop centers for cash and medical assistance, food stamps, and job services

Prairie State Legal Services (309) 674-9831

Human Service Center Mental Health

600 Fayette Street

PO Box 1346 Peoria, IL 61603

(309) 671-8000

(309) 671-8084; after hours crisis

For emergency services, dial 911. Reports can be made to the following campus or local law enforcement agencies. You have the right to request assistance in notifying law enforcement authorities or requesting an order of protection, no contact order, restraining order, or other similar lawful orders issued by a criminal

Campus Security

Methodist College

7600 N. Academic Drive

Peoria, IL 61615

(309) 672-4500

Law Enforcement

Peoria Police

600 SW Adams

Peoria, IL 61602

(309) 673-4521

Hospital Resources List

UnityPoint Methodist

221 NE Glen Oak

Peoria, IL 61636

(309) 672-4848

Unity Point Proctor

5409 N. Knoxville

Peoria, IL 61614

(309) 691-1000

OSF St. Francis

530 NE Glen Oak

Peoria, IL 61637

(309) 655-2000

Campus Violence Prevention Plan

The safety and security of the Methodist College campus and community are very important. Our students, employees, and visitors must be able to pursue their education, work, and other activities in a safe, non-threatening environment. To educate and empower all members of the College community, resources and procedures are in place to prevent, deter, and respond to concerns regarding acts of violence. Safety and prevention of violence is everyone's responsibility.

Violence is not tolerated. Methodist College is committed to a safe and secure environment for all employees, students, and visitors. Conduct that threatens the health or safety of any person, or creates a reasonable fear that such a result will occur, including but not limited to: acts of violence, threats of violence, possession of weapon(s) on College-controlled property without proper written authorization, threatening behavior, and/or reckless disregard for the health or safety of any person are not acceptable conduct at Methodist College and will not be tolerated. Violation of this policy and/or the Code of Student Conduct will result in disciplinary action up to and including termination of employment and/or dismissal from the College.

The entire College community shares the responsibility for a safe and secure campus. Knowledge of violent acts or threats planned or carried out are to be reported to Chief of Campus Safety who will filter to appropriate departments as necessary. All non-emergencies should be reported to Campus Safety at (309) 672-4500. All emergencies should be reported to Campus Safety as well as calling 911.

Methodist College is a secured, locked campus with entry through card swipe doors. In an effort to keep the campus safe and secure, doors are not to be held open for unknown individuals. All visitors to Methodist College are to check in at the security window upon entering the college. Students, faculty and staff are to only use their personal ID card to enter the building. All card holders should swipe their badge upon entering the college even if a door is open as this allows for enhanced safety measures in the event of an emergency.

Violent behavior by anyone is not tolerated:

- A. On College property;
- B. At college-sponsored events;
- C. Fulfilling duties of a College student off-campus (such as work in the clinical setting);
- D. Engaging in any action having direct impact on the College community.

Violence is the use of physical force or activity that causes harm, damage, or abuse of an individual or property. This includes physical force and/or activity which causes mental anguish.

A threat is any statement or action, expressed or implied, that could cause a reasonable person to fear for the safety of him/herself, that of another person, and/or College property. Examples of threats include, but are not limited to words or actions which intimidate; harassment; stalking or following someone with the intent to harass, intimidate, harm, or cause other malicious activity; and the use of communication mediums to threaten such as telephone, fax, electronic or conventional mail.

Weapons are not permitted on College-controlled property except for purposes of law enforcement

and as specially authorized for the purposes of instruction, research, or service and as approved in writing by the Chancellor. Prohibited weapons include but are not limited to any:

- A. firearm, firearm ammunition, BB gun, pellet gun, paintball gun, tear gas gun, taser, or other dangerous or deadly device of similar type
- B. knife with a blade of at least 3 inches in length (except an ordinary eating utensil), dagger, dirk, switchblade knife, stiletto, ax, hatchet, or other deadly or dangerous weapon or instrument of similar type
- C. bludgeon, blackjack, slingshot, sandbag, sand club, metal knuckles, billy club, throwing star, nunchaku, or other dangerous or deadly weapon of similar type
- D. bomb, bombshell, grenade, firework, bottle or other container containing an explosive, toxic, or noxious substance, unless under academic/classroom supervision, (other than an object containing a nonlethal noxious liquid, gas, or substance designed solely for personal defense possessed by a person 18 years of age or older)
- E. souvenir weapon or other weapon that has been rendered permanently inoperative; and any weapons outlined in the Illinois Compiled Statutes on Armed Violence (720 ILCS 5/33A-1, *et seq.*)

Students, faculty, staff, and visitors should address emergencies by calling 911 and Methodist College Campus Safety at (309) 672-4500.

The College has adopted procedures for responding to and addressing conduct that violates this policy and urges all students, employees and visitors to be alert to the possibility of violence on campus. As part of the College community, all students, employees, and visitors are responsible for reporting violence they experience or witness. As part of the College's Violence Prevention Policy, the College has adopted the following procedures and resources that students, employees, and visitors may use to prevent and address acts of violence, threats, and intimidation.

- A. Stop Immediate Threat or Harm – Report It
- B. You should call 911 for emergencies. Please do not ignore or disregard violence or threats against you or others – the College needs your assistance to make our campus safe.
- C. If you are experiencing or observing an immediate threatening or violent situation, you are responsible for alerting local enforcement as soon as you are able. Delaying your report may unnecessarily allow the behavior to continue, harm your own well-being, or jeopardize the investigation due to the passage of time, fading memories, or departure of witnesses.

As a member of the College community, you are also encouraged to report other behavior that is unusual or threatening even if you do not perceive the risk as immediately dangerous or imminent. To report other concerns that may not pose immediate threats, call Methodist College Safety at (309) 672-4500 or complete non-emergency [form](#).

If you have concerns over the conduct of a student, employee or visitor on campus, contact one:

- A. Campus Safety for immediate and general concerns
- B. The HR Manager for concerns related to employees
- C. The Dean of Student Experience for concerns related to students
- D. In all cases, be sure to communicate that you feel the behavior involves violence or a violation of the College Violence Policy. Safety concerns should be reported verbally in emergent cases where time is of the essence. Less urgent concerns should be

communicated via email or a formal written letter.

- E. If a director/dean receives a complaint that the College Violence Policy has been violated, the director/dean is responsible for informing the College Chancellor. The director/dean should also coordinate with Methodist College Human Resources or the Dean of Student Experience as appropriate to make sure the complaint is addressed. If disciplinary action against the accused is required, such action shall be taken in accordance with the applicable contract, policy, or handbook for that person's classification.

Do not ignore a potentially violent situation. On the other hand, do not unnecessarily put yourself at risk of danger – call 911.

After a violent situation occurs, the affected employees, students, or families may often face difficulties in resolving their feelings and concerns. As situations are assessed, the Critical Incident Response Team can facilitate group discussions or debriefing sessions as needed for the affected area to provide some understanding of and closure to the situation. The affected students may access the Methodist College student counselor and the affected employees may access the Employee Assistance Program.

If you have an order of protection or restraining order that covers you while you are on campus, you should provide a copy of the order to the Campus Safety and Human Resources Department

In some cases, it may be reasonable for the College to take interim measures or impose restrictions on contact with persons who may be subject to a threat of violence. In addition, the College may also revoke permission of persons violating this policy from remaining on campus.

Methodist College, as part of its annual communication on safety, will inform individuals of this plan and its related procedures and resources. The plan will be made available online and as part of the Annual Campus Crime and Security Report (www.methodistcol.edu). Notifications of the plan and testing will occur annually.

The Behavioral Intervention Team will discuss matters during a monthly basis, which will include the specifics and identities of parties involved.

The College prohibits retaliation against persons who in good faith report violations of policy or cooperate in an investigation. The College also prohibits the filing of knowingly false or misleading reports and providing knowingly false or misleading information in an investigation. Discipline or other action can result from either of these acts of violation of policy.

Resources are available at:

- A. **College Campus Safety:** (309) 672-4500
- B. **Emergency Management Plan:** The purpose of the Methodist College Emergency Management Plan is to define the program to respond effectively to events that pose an immediate danger to the health and safety of students, staff, faculty, and visitors. The Emergency Plans consists of a number of procedures designed to respond to those situations most likely to disrupt the normal operations of the campus-sponsored activities and return them to a normal status. Each response is designed to assure availability of resources for the continuation of student learning and collegiate business care during an

emergency.

- a. Scope: The Emergency Management Program is designed to assure appropriate, effective response to a variety of emergency situations that could affect the safety of students, Methodist patients, staff, faculty and visitors, or the environment of the College or within UnityPoint Health or adversely impact the hospital's ability to provide healthcare services to the community. The program is also designed to assure compliance with applicable codes and regulations. For further scope information, see the Methodist College Response Guide via the college website.
- b. Emergency Notification System: Campus Safety, the Chancellor, Executive Leadership Team or the Dean of Student Experience will activate overhead paging in the event of an impending emergency. Campus Safety or designee will activate the School Cast system notifying the Methodist College community of the emergency.
- c. Sexual Assault Prevention and Survivor Services: Methodist College is committed to maintaining an environment conducive to the continued intellectual and social development of its students. A campus community of mutual respect and concern is established through the active efforts of all its members. Methodist College maintains a proactive stance in the prevention of sexual assault/abuse and imposes strict sanctions against those found responsible for committing such acts. Sexual assault/abuse will not be tolerated. Victims of sexual assault/abuse will be provided the active support and intervention needed to support their continued progress on academic and career goals. Victims of sexual assault should contact the Title IX Coordinator. Information is available on the website.

The College is committed to:

- A. Providing educational programs which promote awareness of sexual assault/abuse and target prevention of such acts.
- B. Informing students of available services both within the College and surrounding community and facilitating their decision-making in regards to recovery needs.
- C. Encouraging and assisting in the reporting of sexual assault/abuse to the appropriate law enforcement authority.
- D. Upon request, reviewing available options for modifying academic environments and implementing modifications if such modifications are reasonably available.
- E. Ensuring the confidentiality of an individual's status as a survivor of sexual assault/abuse.

The Critical Incident Response Team is made up of the Chancellor, Leadership Team, and Chief of Campus Safety. Methodist College has a values-based commitment to creating an optimal learning environment for all Methodist College students as well as a safe working environment for all employees. These values include providing a supportive environment of a small- college experience.

The Critical incident Response Team serves as a coordinating entity in responding to critical incidents affecting students, employees, and guests. The Team assists local emergency agencies with their response to critical incidents affecting students, employees and guests. The team assists in the restoration of operations of the college following a critical incident.

A critical incident is an adverse event that causes or has the potential to cause harm to an

individual student, group of students, or the College and requires immediate response from Campus Safety. The following are incidents to which they will respond:

- A. Death of a student (on campus)
- B. Fire/explosion or significant damage to property affecting students
- C. Communicable disease
- D. Life threatening injury or illness of a student (on campus)
- E. Missing person (student)
- F. Sexual assault (student)
- G. Natural disaster affecting students
- H. Methodist College recognizes that the above list may not cover all situations that warrant intervention.

The Director of the Office of Access, Support and Inclusion Services at the College, who is LCPC licensed, is the primary resource for the students at Methodist College.

- A. Counseling: Offering individual, group, and couples counseling to currently enrolled students of the College. Violence prevention aspects of this work include assessments of risk of self-harm (suicide) as well as harm to others.
- B. Outreach: Several aspects include programming and outreach to address concerns of violence prevention.

The following Federal and State laws provide regulatory compliance with regard to issues of campus safety and violence at public institutions of higher education:

- A. The Federal Student Right to Know and Campus Security Act (Clery)
- B. Federal Safety and Drug Free Schools and Communities Act
- C. Federal Drug Free Workplace Act of 1988
- D. Higher Education Act of 1998 Higher Education Opportunity Act 2008
- E. Uniform Crime Reporting (Both State and Federal)
- F. Federal and State Alcohol, Drug and Weapon Laws
- G. Illinois Campus Security Act Illinois Campus Security Enhancement Act 2008
- H. Illinois Victims of Trafficking and Violence Prevention Act of 2000 (Sex Offender)
- I. Illinois Education Sexual Assault Awareness Act
- J. Illinois Mental Health and Developmental Disabilities and Confidentiality Act

Campus Safety

Methodist College strives to provide a safe and secure campus. The Security Department at Methodist College and UnityPoint Health are authorized to help maintain a safe Methodist College environment by protecting life and property. Security officers complete extensive training and ongoing professional development in security law and procedures and have the same arrest powers as private citizens, in accordance with Illinois law.

Any suspicious activity or serious crime should be reported immediately to the Security Department at (309) 672-4500. Employees and students will be notified through School Cast, in the event of a threat of a serious crime or if a serious crime occurs, an internal intercom system and email are also other means of communication.

Uniformed officers are available from 6:00am to 11:00pm Monday through Friday and 6:00am to 8:00pm on Saturday and Sunday to respond to concerns and dispatch requests. These times may change to accommodate holidays or other events and will be communicated to the campus community as soon as possible. The dispatcher uses a two-way radio to communicate with security. Individuals concerned about his/her personal safety may request an escort from the Security Department at any time. An officer will walk with or drive the individual to his/her destination.

In addition, campus security is maintained by using security cameras to monitor entrances and parking lots. This is monitored by the security office located in the main lobby of Methodist College. Campus Safety maintains visibility by patrolling the campus regularly. To help maintain a safe and secure campus, reasonable precaution for one's safety needs to be exercised by faculty, students, staff, and visitors.

The College keeps the public informed about crime on its campus in accordance with the requirements of the Clery Act. Campus crime stats are reported annually through the Annual Safety Report (ASR) on the website.

Emergency phones are placed throughout the outside campus and parking areas.

For an emergency, call:

Peoria Police Department – 911

For a non-emergency, call:

Peoria Police Department – (309) 673-4521 or
Methodist College Security – (309) 672-4500

Cyberbullying Policy

The use against any person of any mental, physical, written, or verbal abuse that threatens, or is perceived as threatening or endangers health, safety, and wellness, or promotes hatred or prejudice towards others is prohibited.

Violations will be addressed according to the student handbook, employee handbook, and current policy. Student violations will be addressed through the student conduct policy. Any employee or student violating the college harassment or other forms of harassment policy will be addressed through Title IX. All cyber-bullying reports will be viewed seriously and consequences of guilt will be dealt with according to conduct policy.

Missing Residential Student Notification

Methodist College complies with the Higher Education Act of 2008, as amended on October 29th 2009, to enact proper notification processes in the event that a residential student is suspected to be missing.

A residential student will be considered missing if a roommate, classmate, faculty member, staff member, friend, family member or other campus person has not seen or heard from the person in a reasonable amount of time. **In general, a reasonable amount of time is 24 hours or more** but may vary with the time of day and information available regarding the missing person daily schedule, habits, and reliability. Individuals will also be considered missing immediately if their absence has occurred under circumstances that are suspicious or cause concerns for their safety, such as if a student has expressed suicidal thoughts or may be in a life-threatening situation.

Designation of Emergency Contact Information

*Students age 18 and above and emancipated minors**

Students will be given an opportunity to designate an individual to be contacted by the college after the time that a student is suspected to be missing. The name of this contact person will be confidential and may be different than the designated emergency contact. The designation will remain in effect until changed or revoked by the student.

*Emancipated minors are those students under the age of 18 who have been legally granted adult status.

Students under the age of 18 and not emancipated

If a residential student under the age of 18 is suspected to be missing, the college is required by Federal Law to notify a custodial parent or guardian no more than 24 hours after the student is determined to be missing.

Missing Residential Student Procedure

- A. Any individual at Methodist College who has information that a residential student may be a missing person must notify Methodist Campus Safety immediately at 309-672-4500
- B. Campus Safety will begin an immediate investigation and gather all essential information about the missing student from the reporting person, the student's acquaintances, and from the college and official college employee's information sources. Such information will include, but not be limited to, the following:
 - a. Physical description of the missing person, including the clothes that were last worn
 - b. Student's cell phone number (if known)
 - c. Where the student might be, who the student might be with, vehicle description
 - d. Information about the physical and emotional well-being of the student
 - e. A class schedule, when last attended class
- C. Appropriate employees including the Chancellor's Office; Chief Academic Officer; the Director of Student Affairs and Diversity Equity and Inclusion; the Director of the Office of Access, Support and Inclusion Services; the Director of Business Services; the Chief of Campus Safety; the Director of Strategic Marketing and External Affairs; the Executive Assistant to the Chancellor/Board Communications Coordinator; and others deemed appropriate will be notified to aid in the search and location of the student.

- D. The Chief of Campus Safety, or designee, will attempt to contact the student. Contact with the student will be attempted using the following means:
 - a. Calling the student's cell phone
 - b. E-mailing the student
 - c. Entering into the student's residence hall room
 - d. Contacting the student's emergency contact
 - e. Talking to roommates, friends, faculty and staff
- E. A person shall be determined to be missing if:
 - a. Search efforts are unsuccessful in locating the student in a reasonable amount of time; OR
 - b. It is apparent immediately that the student is a missing person (e.g. witnessed abduction); OR
 - c. It has been determined that the student has been missing for more than 24 hours
- F. No later than 24 hours after determining the student to be missing, Campus Safety will notify other law enforcement agencies to report the student as a missing person.
- G. No later than 24 hours after determining that a student is missing, the Chief of Campus Safety or his/her designee will notify the confidential contact previously identified by the student (for students 18 and over) or the custodial parent/guardian (for students under the age of 18 and advise that the student is believed to be missing.

College Closure Due to Inclement Weather

Methodist College will remain open during inclement weather unless conditions are such that the majority of students, faculty, and staff are likely to be unable to traverse city streets and other thoroughfares leading to the campus, or unless a power/fuel curtailment to the College causes a critical shortage of energy. Methodist College encourages all faculty, staff, and students to use good judgment and exercise caution when deciding whether to travel on hazardous roadways in inclement weather.

There are three categories for weather conditions:

A. Category I: Inclement Roads with Passable Roadways Surrounding the College

When roads are expected to be passable in the area surrounding the College, the College will remain open for normal operating hours, during which time all students, faculty, and staff are expected to be present to perform their normal work assignments. Roadways are not cleared in a consistent manner and weather is variable with regard to icing and snowfall. Therefore, any person who believes his/her well-being would be placed in jeopardy by driving from their location is encouraged to exercise good judgement.

B. Category II: Early Closure or Delayed Opening

If road conditions early in the day are hazardous but are expected to improve by late morning, campus opening may be delayed. Conversely, if road conditions are expected to deteriorate in the evening, the campus may be closed early in accordance with conditions and predictions.

C. Category III: Campus Closure

If roads in the area surrounding the College are not passable, the college will be closed. In this event, all on-campus classes will be cancelled and all offices will be closed.

The official decision to close will be made by the Chancellor in consultation with the Leadership Team and the Methodist College Chief of Campus Safety. The Chancellor will immediately notify the Director of Strategic Marketing and External Affairs when a decision is made to close the campus or delay opening. The Director of Marketing and External Affairs will notify the news media, including WEEK (NBC) WMBD (CBS), WHOI (ABC) and 1470 WMBD radio, as well as post the announcement on Methodist College social media. The Chief of Campus Safety will send out the announcement through School Cast and through the **pia_mc_everyone@methodistcol.edu** email address.

If the College plans to close offices and suspend classes, all area television and radio stations will be notified the previous evening or no later than 6:00 a.m. of the day in question. The exact period of closing or delay in opening will be specified. The College will be open for business as usual if Methodist College is not on the news media's list of schools and businesses to be closed. The College will post decisions regarding the closing or delayed opening on the website at **www.methodistcol.edu**.

Tornado Warning

Methodist College has a planned procedure to follow in the event of a tornado watch/warning to aid in the protection of employees, students, guests, and property.

Tornado Watch

When conditions are favorable for severe weather to develop, a severe thunderstorm or tornado watch is issued by the National Weather Service in Lincoln, Illinois. Local radio and/or television stations will issue the watch notification for specific central Illinois counties. The internal notification of a watch should be implemented when Peoria County and/or any surrounding counties are designated as “watch areas”.

If a tornado watch is issued the following procedures will be followed for the Methodist College building and Prairie Sky Apartments:

- A. Listen to local radio and TV stations for further updates if available
- B. Be alert to changing weather conditions
- C. Stay alert for additional announcements

Tornado Warning

A tornado warning is announced by the National Weather Service when a tornado has been sighted or indicated by weather radar for Peoria County and/or any surrounding counties. Tornadoes travel at the average of 30 miles per hour and usually move from southwest to northeast counties, but their direction of travel can be erratic and may change suddenly. Most tornadoes occur during the mid-afternoon or early evening (3:00 pm – 7:00 pm), but can originate at any time with little warning from the Peoria Weather Bureau. If a tornado warning is announced, students and staff should be prepared to take appropriate steps listed below. Tornado Warning Announcement Determination: A tornado warning will be announced to designated Methodist College employees and residents of the college when the City of Peoria Emergency Civil Defense Sirens are activated or a tornado warning is issued for county of Peoria and the tornado is within a ten (10) mile radius of the City of Peoria and moving in the direction of Methodist College.

If a tornado warning is issued the following procedures will be followed:

- A. Campus Safety will monitor weather alerts by radio and alerts received on weather apps on their cellular phone, and will make an announcement on the college P.A. system for everyone to go to the tornado refuge areas.
- B. Campus Safety will also issue a message on School Cast to all employees and students advising them of the tornado warning for the campus.
- C. Methodist College Chancellor, Leadership Team, or the Director of Student Affairs and Diversity Equity and Inclusion may also announce a tornado warning over the P.A. system.
- D. Relocation: Tornado warnings will only be announced within Methodist College when there is a real, direct risk of the potential for loss of life, property, or damage to the building and individuals located on campus. Therefore, it is imperative that all efforts be made to relocate.
 - a. In the Methodist College Building:
 - i. Close all doors of rooms with exterior exposed windows.
 - ii. Employees/students should quickly move to the designated tornado refuge

- areas.
- iii. Employees/students should encourage all visitors to move to a safe area and direct them to the tornado refuge areas.
- b. In the Prairie Sky Apartments:
 - i. All occupants are to go to the first floor commons until Campus Safety has given the all clear.
 - ii. If the RA's are present, they will assist in getting all occupants to the appropriate areas.

All Clear: Methodist College employees and students should continue to monitor the weather conditions in the tornado refuge areas until the all clear is given. Once the threat or warning has been deemed expired by the National Weather Service, Campus Safety will issue an all-clear announcement.

Student Alcohol and Drug-Free Policy

Methodist College is committed to zero tolerance towards substance abuse. Substance abuse includes illegal or controlled substances, alcohol, prescription drugs and over-the-counter medications.

Methodist College is committed to assist in the prevention, identification and resolution of drug and alcohol related problems. As part of our commitment to a drug-free environment, students will be tested in the following circumstances:

- A. After admission to Methodist College
- B. When substance use is suspected

Methodist College has a zero-tolerance policy regarding substance abuse. Immediate dismissal will result if any student violates the Drug-Free Policy.

It is the responsibility of each student to report to Methodist College and perform assignments in a safe and appropriate manner. Students performing in an unsafe manner, and/or whose behaviors are suspect, may be subject to an assessment by a health care provider. For purposes of the policy, an assessment may include but not be limited to a drug or alcohol screen, medical or mental assessment, and/or rehabilitation.

Actions and/or patterns of a behavior that may warrant an assessment include without limitation:

- A. Sudden changes in work performance
- B. Violation of safety policies
- C. Repeatedly not following work direction
- D. Disorientation
- E. Personality changes
- F. Behavior problems
- G. Drowsiness
- H. Slurred speech
- I. Staggered gait
- J. Glassy eyes
- K. Unsafe practices
- L. Smell of alcohol
- M. Smell of marijuana
- N. Frequent absences

Any faculty or staff member who identifies behavior similar or consistent with the examples given above has the responsibility to confront the student with their suspicions. If there is a suspected violation of the drug-free policy, the faculty or staff member will notify the Director of Student Affairs and Diversity Equity and Inclusion, if it occurs in the residence halls or in relation to student activities, or the appropriate academic Dean, if it occurs in a classroom, clinical or lab.

When notified of suspicion of a drug-free policy violation, the notified Dean shall investigate and determine if further evaluation is warranted. If warranted, the dean will coordinate with Campus Safety to arrange to transport the student to a Methodist Medical Center of Illinois (MMCI)

Emergency Department (Methodist, Proctor or Pekin) if the student is on one of the MMCI or college campuses. If the student is at another clinical site, the Dean will coordinate with the appropriate clinical supervisor to arrange transportation to one of the MMCI Emergency departments.

The Emergency Department will conduct an assessment for substance abuse and may refer the student to his/her primary health care provider for further evaluation. The student is responsible for payment of any cost incurred.

Failure to participate in an assessment at the request of Methodist College faculty or staff may result in dismissal from the college.

If the substance abuse assessment returns a positive result, the student shall be processed for suspension under the Student Code of Conduct.

Students who are dismissed are not eligible for readmission to the program for a minimum of one year. For readmission, students must comply with all provisions of the readmission policy in force at the time readmission is requested

The Drug-Free Policy applies to students anytime they are attending classes or utilizing facilities at Methodist College (i.e. Computer Lab use, Library, Simulation Center, Clinical Practice Center), MMCI or other clinical sites; or when participating in Methodist College sponsored activities.

Students attending College classes, clinical activities or other activities as described in the paragraph above shall not report under the influence of alcohol as alcohol is medically considered a drug.

Students who are using prescription medications, as prescribed by a licensed health care provider or over-the-counter medication, as directed on the packaging, for the medical conditions for which they are intended will not be in violation of this policy.

However, students who are using such substances in an abusive manner will be subject to this policy. Regardless, each student is requested to advise his/her instructor or clinical supervisors if and when he or she recognizes that the use of a non-prescription drug or a prescription drug may affect his or her ability to fulfill student responsibilities. The instructor or clinical supervisor shall make a determination whether the student can participate in the activity.

To be in compliance with the Drug Free Schools and Communities Act (DFCSA), this policy will be sent to all students annually.

The abuse of alcohol and drugs can have a dramatic impact on professional, academic, and family life. The college, therefore, encourages members of the community who may be experiencing difficulty with drugs or alcohol to seek help:

A. Students: Counseling Services at (309) 671-5177

B. Community agency:

a. Illinois Institute for Addiction and Recovery Proctor Hospital

(309) 691-1055 or (800) 522-3784

b. Biennial Review

<http://www.methodistcol.edu/filesimages/About%20Us/biennialreport.pdf>

This policy will be updated and distributed to the students each year via NetLearning. All new students will sign the student responsibility statement stating that they are responsible for the information in the student handbook which is link on the form before they attend their scheduled orientation session.

Nicotine-Free Environment

Methodist College is committed to the promotion of health through the treatment and prevention of disease, and for providing a safe and healthy environment for all constituents. Consistent with this commitment, Methodist College recognizes the adverse health effects of tobacco products and second-hand tobacco smoke. For these reasons, the use of tobacco products in any form (i.e. cigarettes, chewing tobacco, snuff, pipes, electronic cigarettes or other related electronic devices, etc.) is prohibited by Methodist College property. This includes land, buildings, parking lots, leased spaces; Methodist College-owned vehicles, and privately owned vehicles on Methodist College property.

All constituents are expected to be good neighbors to those property owners adjacent to us. Do not trespass on their property or loiter on the sidewalks near their homes or businesses.

This policy applies to all students as well as staff, faculty, and visitors. Employees who violate this policy will be subject to corrective action up to and including termination. Students who violate this policy will go through the Student Code of Conduct.

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