

## **Divinity Student Non-Academic Conduct Code Public Health Emergency Addendum**

This addendum to the Divinity Student Non-Academic Conduct Code is in response to the current public health emergency and is intended to increase education, safety, and accountability among students. This addendum is effective July 1, 2020 and will remain in effect until further notice. Any revisions to this addendum will be communicated through email notice to School of Divinity students, faculty, and staff.

### **About**

As members of the Wake Forest community, students are called upon to demonstrate respect and honor towards fellow peers, faculty, staff, and every other member of this community. As such, in a time of potential risk to the health and safety of our fellow students, we must each be vigilant in our commitment to protecting, encouraging, and supporting each other. All members of the community are asked to respect the health and safety of others as they would respect their own, not of our own protection, freedom, expression, or understanding over that of our siblings (students, faculty, staff, and administrators). Because we do not know the vulnerabilities, responsibilities, fears, or comforts of the other members of our community, each of us must act out of an abundance of caution and to help keep others safe, comfortable, healthy, and flourishing. Together, we will create a community where each of us knows we are valued and even cherished.

As a community, we will hold ourselves and each other accountable for compliance with University requirements and expectations that are intended to help keep the Wake Forest community safe during this pandemic. Our community of honor and integrity will be reflected through our work to challenge and support each other, particularly if we witness fellow community members failing to follow public health recommendations.

### **Policy**

#### *Public Health Policies Non-Compliance*

Students must comply with all University policies and expectations that are implemented in response to the pandemic and that pertain to student conduct on-campus and off-campus. These policies and expectations may address guest policies, personal protective equipment, isolation requirements and more. These policies and expectations can be found at [ourwayforward.wfu.edu](http://ourwayforward.wfu.edu), and students are encouraged to visit this website frequently. The University's policies and expectations may be revised at any time. Should this occur, students will be sent an email notifying them of any substantial changes, and students will be expected to comply with such changes. Violations of these policies will be reported and handled through the non-academic student conduct process.

This addendum to the *Non-Academic Student Conduct Code* governs the behavior of School of Divinity students. The jurisdiction of the code including this addendum, extends into virtual classrooms, meetings, and on and off campus activities.

Any situation where a student's conduct may present a danger or threat to the health or safety of themselves or others may result in immediate interim action, including transfer to online-only learning environments, removal from housing, suspension or expulsion, or other sanctions.

### *Quarantine/Isolation Policy*

Students who are suspected or confirmed to have COVID-19 or any condition requiring quarantine or isolation and who have been instructed by a health care provider or public health official to isolate must comply with those instructions. Students must remain in isolation until they receive clearance to do so by their medical provider or public health official. Students who have been advised by a health care provider or public health official to quarantine themselves as a result of a potential exposure to COVID-19 must comply with this recommendation. The duration of and release from isolation and quarantine will be based on the current CDC guidelines. Those in violation of isolation or quarantine requirements will be subject to sanctions through the Student Code of Conduct process, including possible transfer to remote learning only, removal from on-campus housing, and/or suspension or expulsion.

### *Maximum Group / Gathering*

Per the NC Executive Order in place as of the effective date of this policy, there are limitations on the number of individuals permitted to gather in indoor and outdoor spaces. These prohibitions on Mass Gatherings apply to social events held on and off campus. Students are allowed to gather for social purposes, so long as they do not exceed the mass gathering limit of 10 people indoors and 25 people outdoors. When doing so, students must continue to abide by social distancing requirements and wear face coverings.

Reports of off-campus gatherings exceeding large gathering limitations may result in student conduct charges for student groups and individuals. Students on the lease where the gathering is held will be charged through the student conduct process, whether or not they are present for the event. Sanctions may vary from educational activities, activities suspensions, to suspension or expulsion from Wake Forest.

### *Failure to Comply*

Students must comply with all University policies and expectations implemented in response to the pandemic and that pertain to student conduct on and off campus. Examples include but are not limited to face covering requirements and expectations for daily symptom screenings, if applicable. Failure to comply with these policies and expectations and to reasonable requests of Wake Forest employees and University Police may result in sanctions through the conduct process.

## **Student Conduct Process**

All students alleged to have violated public health policies and expectations have the rights outlined in the *Non-Academic Student Code of Conduct*. The conduct system at Wake Forest University is based on educational aspirations, community care and safety expectations, and our commitment to protecting, encouraging, and supporting each other. The conduct process and sanctions are based in this framework.

Because of the urgency of and safety concerns with public health, the process for resolving cases that pertain to conduct covered in this addendum will be addressed as follows:

- As quickly as possible after receipt of a report, the alleged student will receive a letter from the Office of Student Conduct with educational materials and allegations of behavioral concerns.

- The student must make all possible accommodations to make their scheduled time to meet with the Senior Associate Dean.
- Alleged conduct violations related to public health emergencies will be heard in a virtual conference meeting. Violations which may result in suspension or expulsion will be heard as an Administrative Hearing.
- If a student is found responsible, sanctions will be effective immediately. Students will have the right to appeal as outlined in the *Code*.

Repeated, deliberate, and/or severe violations of policies related to public health, as determined through this process, may result in sanctions up to and including removal from WFU properties, suspension, or expulsion. The Senior Associate Dean or designee may impose immediate removal from campus, without prior notice, if, in the determination of the Senior Associate Dean or designee, there is a need to protect the safety and well-being of the campus population.

### **Public Health Recommendations Sanction Framework Example**

The following examples demonstrate some violations and possible sanctions. This framework may be modified or additional sanctions may be added as deemed appropriate given the circumstances of the violation.

<b>Violation</b>	<b>Possible Sanctions</b>
Physical Distancing	<ul style="list-style-type: none"> <li>● Educational Requirement</li> <li>● Disciplinary Probation</li> <li>● Requirement to move to remote learning</li> <li>● Activities Suspension</li> <li>● Trespass from Campus Locations</li> <li>● Removal from WFU Properties</li> </ul>
Guest Visitation	<ul style="list-style-type: none"> <li>● Educational Requirement</li> <li>● Removal from WFU Properties</li> <li>● Suspension or Expulsion</li> </ul>
Use of Personal Protection Equipment	<ul style="list-style-type: none"> <li>● Educational Requirement</li> <li>● Requirement to move to remote learning</li> <li>● Disciplinary Probation</li> </ul>
Classroom Disruption	<ul style="list-style-type: none"> <li>● Educational Requirement</li> <li>● Requirement to move to remote learning</li> <li>● Removal from Course</li> <li>● Disciplinary Probation</li> <li>● Suspension or Expulsion</li> </ul>
Complicity	<ul style="list-style-type: none"> <li>● Educational Requirement</li> <li>● Disciplinary Probation</li> <li>● Suspension or Expulsion</li> </ul>
Failure to Comply: attending classes, meetings, events, social activities when prohibited; choosing not to comply with public health guidance; choosing not to comply with University officials.	<ul style="list-style-type: none"> <li>● Trespass from Campus Locations</li> <li>● Requirement to move to remote learning</li> <li>● Removal from Leadership Position</li> <li>● Activities Suspension</li> <li>● Disciplinary Probation</li> </ul>

Questions about this addendum to the *Non-Academic Code of Student Conduct* should be addressed to the Senior Associate Dean, Dr. Shonda Jones, 336.758.3748, [divinity@wfu.edu](mailto:divinity@wfu.edu).

**Acknowledgements to:**

Lees-McRae College  
Association for Student Conduct Administration  
Georgetown University  
University of Colorado University - Boulder