

University Standards of Conduct

GENERAL GUIDELINES

It is important that student-athletes have an understanding of the additional responsibilities they accept when they become members of an athletic team. Such responsibilities include: performing to the best of your ability academically and athletically, contributing your best efforts toward successful team performance, contributing on and off the field in a manner that **reflects credit to you, your team, the Athletics Department, and the University**. Because participating in athletics is a privilege, not a right, there may be times when these responsibilities involve sacrifice, which might not be necessary if you were not a student-athlete. Student-athletes are members of a highly visible community within the larger university community. The success of our athletics programs depends on the trust and support of the public. The goal of the Athletics Department is to provide a quality educational experience for student-athletes that deserve the public's confidence. This confidence is gained through exemplary performance both on and off the playing field by student-athletes, coaches, and staff.

Student-athletes are held accountable by the same policies and procedures as other students as outlined in the WSU Student Handbook, additionally:

- You are subject to the rules and regulations of the **NCAA** governing unsportsmanlike behavior, nontherapeutic drug use, gambling and bribery, amateurism and the acceptance of nonpermissible awards, benefits, and expenses, as well as other forms of misconduct.
- You are subject to all Athletics Department rules and policies, as stated in the Student-Athlete Handbook and in other department publications including, but not limited to, those regarding academics, conduct, medical services, strength and conditioning, and the equipment room.
- **Team rules** for student-athletes are established by each individual sport's head coach and his/her staff within parameters set by the Director of Athletics, the Athletic Council, and the University. The head coach informs team members of the established team and training rules at the beginning of the academic year.
- Failure to comply with team, Athletics Department, or university policies may result in suspension, probation, or dismissal from the squad and nonrenewal of athletic financial aid, as outlined under University, Pac-10, and NCAA rules.

You must be aware that abuse of alcohol and drugs puts you at risk. Give this knowledge a high priority in your decision making process. The majority of instances of misconduct among both student-athletes and the general student populations are related to alcohol abuse.

Following are excerpts from the **Washington State University Standards of Conduct for Students (WAC 504-26-200)** found in the **WSU Student Handbook** at <http://www.conduct.wsu.edu>. Washington State University, a community dedicated to the advancement of knowledge, expects all students to behave in a manner consistent with its high standards of scholarships and conduct. **Students are expected to uphold these standards both on and off campus and acknowledge the university's authority to take disciplinary action.** The purpose of these procedures is to educate and protect the welfare of the community.

The university standards of conduct for students shall apply to conduct that occurs on university premises, at university-sponsored activities, and to off-campus conduct that adversely affects the university community and/or the pursuit of its objectives.

The following **misconduct** is subject to university disciplinary sanctions (see <http://conduct.wsu.edu> for additional examples of misconduct):

Field Code Changed

- **Academic dishonesty (504-26-010)** including all forms of cheating, plagiarism, fraud, and fabrication in the process of completing academic work.
- **Discrimination (504-26-220)** on the basis of race, national or ethnic origin, creed, age, sex, marital status, veteran status, sexual orientation, or disability. Discrimination also includes sexual or racial **harassment** by students.
- **Sexual misconduct (504-26-221)** of any kind, including, but not limited to, acquaintance rape, indecent liberties, assault of a sexual nature, and/or unwanted sexual contact.
- **Hazing (504-26-206) No student or student organization at Washington State University may conspire to engage in hazing or participate in hazing of another.** Hazing includes any activity expected of someone joining a group (or maintaining full status in a group) that causes or is likely to cause a risk of mental, emotional and/or physical harm, regardless of the person's willingness to participate. **Hazing activities may** include but are not limited to the following: Abuse of alcohol during new member activities; striking another person whether by use of any object or one's body; creation of excessive fatigue; physical and/or psychological shock; morally degrading or humiliating games or activities that create a risk of bodily, emotional, or mental harm.

Hazing does not include practice, training, conditioning and eligibility requirements for customary athletic events such as intramural or club sports and NCAA athletics, or other similar contents or competitions, but gratuitous hazing activities occurring as part of such customary athletic event or contest are prohibited.

Washington state law also prohibits hazing which may subject violators to criminal prosecution. State law (RCW 28B.10.901) also provides sanctions for hazing: a) Any person who violates this rule, in addition to other sanctions that may be imposed, shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the university; b) Any organization, association, or student living group that knowingly permits hazing by its members or others subject to its direction or control shall be deprived of any official recognition or approval granted by the university.

- **Misconduct (504-26-201)** Any student or student organization found to have committed, assisted, conspired, or attempted to commit the following misconduct (WAC 504-26-202 through 504-26-226) is subject to the disciplinary sanctions outlined in WAC 504-25-405.
- **Acts of Dishonesty (504-26-202)** Acts of dishonesty, include but are not limited to those listed in this chapter: (1) Academic integrity violations including, but not

limited to, cheating as defined in WAD 504-26-010. (2) Knowingly furnishing false information to any university official, faculty member, or office. (3) Forgery, alteration, or misuse of any university document or record, or instrument of identification whether issued by the university or other state or federal agency.

- **Disruption or obstruction (504-26-203)** Students have the right to freedom of speech, including the right to dissent or protest, but this expression may not interfere with the rights of others or disrupt the university's activities. Prohibited behavior includes: Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other university activities, including its public service functions on or off campus, or of other authorized non-university activities when the conduct occurs on university premises or is directed toward community members by any means including use of telephone, computer, or some other medium.
- **Abuse of self or others (504-26-204)** Physical abuse, threats, intimidation, and/or other conduct with threatens or endangers the health or safety of any person, including one's self.
- **Theft or damage to property (504-26-205)** Theft of and/or the intentional or reckless damage to the property of another.
- **Failure to comply with university officials or law enforcement officers (504-26-207)** Failure to comply with directions of university officials and/or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.
- **Unauthorized keys or unauthorized entry (504-26-208)** Unauthorized possession, duplication, or use of keys to any university premises or unauthorized entry to or use of university premises.
- **Violation of university policy, rule, or regulation (504-26-209)** Violation of any university policy, rule, or regulation published in hard copy or available electronically on the university web site.
- **Violation of law (504-26-210)** Conduct which would constitute violation of any federal, state, or local law.
- **Drugs and drug paraphernalia (504-26-211)** Use, possession, manufacture, or distribution of marijuana, narcotics, or other controlled substances, and drug paraphernalia except as permitted by federal, state, and local law.
- **Alcohol (504-26-212)** Use, possession, manufacture, or distribution of alcoholic beverages (except as expressly permitted by university regulations), or public intoxication are prohibited. Alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any person under twenty-one years of age.
- **Firearms and dangerous weapons (504-26-213)** No student may carry, possess, or use any firearm, explosive (including fireworks), dangerous chemical, or any dangerous weapon on university property or in university-approved housing. Airsoft guns and other items that shoot projectiles are not permitted in university-approved housing. Students wishing to maintain a firearm for hunting or sporting activities

must store the firearm with the Washington State University department of public safety.

- **Disruptive activity (504-26-214)** Participating in an on-campus or off-campus riot or unlawful assembly that disrupts the normal operations of the university and/or infringes on the rights of other members of the university community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area. For peaceful demonstrations, students should consult with university police for safety guidelines.
- **Obstruction (504-26-215)** Obstruction of the free flow of pedestrian or vehicular traffic on university premises or at university-sponsored or supervised functions.
- **Disorderly conduct (504-26-216)** Conduct that is disorderly, lewd, or indecent; disturbing the peace; or assisting or encouraging another person to disturb the peace on university premises or at functions sponsored by, or participated in by, the university or members of the academic community.
- **Unauthorized use of electronic or other devices (504-26-217)** Unauthorized use of electronic or other devices: Making an audio or video record of any person while on university premises without his or her prior knowledge, or without his or her effective consent when such a recording is of a private conversation or of images taken of a person(s) at a time and place where she or he would reasonably expect privacy and where such images are likely to cause injury or distress. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom, but does not include taking pictures of persons in areas which are considered by the reasonable person to be open to public view, such as Martin Stadium or the Glenn Terrell Mall.
- **Computer abuses or theft (504-26-218)** Theft or other abuse of computer facilities and resources, including but not limited to:
 - 1) unauthorized entry into a file, to use, read, or change the contents, or for any other purpose;
 - 2) unauthorized transfer of a file;
 - 3) use of another individual's identification and/or password;
 - 4) use of computing facilities and resources to interfere with the work of another student, faculty member, or university official;
 - 5) use of computing facilities and resources to send obscene, harassing, or threatening messages;
 - 6) use of computing facilities and resources to interfere with normal operation of the university computing system;
 - 7) use of computing facilities and resources in violation of copyright laws; and/or

Any violation of the university computer use policy found at http://www.wsu.edu/~forms/HTML/EPMEP4_Electronic_Publishing_Policy.htm

- **Abuse of the student conduct system (504-26-219)** Abuse of the student conduct system, including but not limited to:
 - 1) failure to obey the notice from a university conduct board or university official to appear for a meeting or hearing as part of the student conduct system;

- 2) willful falsification, distortion, or misrepresentation of information before a student conduct board;
 - 3) disruption or interference with the orderly conduct of a student conduct board proceeding;
 - 4) filing fraudulent charges or initiating a student conduct code proceeding in bad faith;
 - 5) attempting to discourage an individual's proper participation in, or use of, the student conduct system;
 - 6) attempting to influence the impartiality of a member of a university conduct board prior to, and/or during the course of, the student conduct board proceeding;
 - 7) harassment (verbal or physical) and/or intimidation of a member of a university conduct board prior to, during, and/or after a student conduct code proceeding;
 - 8) failure to comply with the sanction(s) imposed under the standards of conduct for students; and/or
 - 9) influencing or attempting to influence another person to commit an abuse of the student conduct code system.
- **Discrimination (504-26-220)** Discrimination on the basis of race, color, religion, ancestry, national or ethnic origin, age, gender, marital status, veteran status, sexual orientation, gender identity, or mental, physical, or sensory disability is prohibited in conformity with federal and state laws.
 - **Sexual misconduct (504-26-221)**
 - 1) Sexual misconduct is any sexual activity with another that is unwanted and nonconsensual. Sexual misconduct includes physical contact as well as voyeurism.
 - 2) Consent to sexual activity requires that, at the time of the act, there are actual words or conduct demonstrating freely given agreement to sexual activity-silence or passivity is not consent. Even if words or conduct alone seem to imply consent, sexual activity is nonconsensual when force or blackmail is threatened or used to procure compliance with the sexual activity; or, the person is unconscious or physically unable to communicate his or her unwillingness to engage in sexual activity; or, the person lacks the mental capacity at the time of the sexual activity to be able to understand the nature or consequences of the act, whether that incapacity is produced by illness, defect, the influence of alcohol or another substance, or some other cause.
 - 3) A person commits voyeurism if, for the purpose of arousing or gratifying the sexual desire of any person, he or she knowingly views, photographs, or films another person, without the person's knowledge and consent, while the person being viewed, photographed, or filmed is in a place where he or she has a reasonable expectation of privacy.
 - **Harassment (504-26-222)** Conduct by any means that is severe, pervasive, or persistent, and is of such a nature that it would cause a reasonable person in the victim's position substantial emotional distress and undermine his or her ability to work, study, or participate in his or her regular life activities or participate in the activities of the university, and actually does cause the victim substantial emotional

distress and undermines the victim's ability to work, study, or participate in the victim's regular life activities or participate in the activities of the university.

- **Stalking (504-26-223)** Intentionally and repeatedly harassing or following a person and intentionally or unintentionally placing the person being followed or harassed in fear of physical harm to one's self or property or physical harm to another person or another's property.
- **Reckless endangerment (504-26-224)** Engaging in conduct that creates an unreasonable risk of harm to another person or property.
- **Trespassing (504-26-225)** Knowingly entering or remaining unlawfully in or on university premises or any portion thereof. Any person who has been given written notice by a university official of the university's decision to exclude him or her from all or a portion of university property is not licensed, invited, or otherwise privileged to enter or remain on the identified portion of university property, unless given explicit written permission by university administration.
- **Violation of a disciplinary sanction (504-26-226)** Violation of any term or condition of any disciplinary sanction constitutes a new violation and may subject the student to additional sanctions.

UNIVERSITY CONDUCT CODE AND PROCEDURES

<http://www.conduct.wsu.edu>

The mission of the Office of Student Conduct is to provide student-centered educational services, which promote personal development and individual responsibility. They strive to create a dynamic, open, and just environment where **civility, diversity, and learning** are expected and celebrated.

Please see the above web site for information on filing complaints, reviews and investigations, conduct hearings, sanctions and appeals.

UNIVERSITY POLICY PROHIBITING DISCRIMINATION AND SEXUAL HARASSMENT

Purpose

www.chr.wsu.edu/default.asp?PageID=889)

The strategic plan of Washington State University calls for an "environment of trust and respect in all that we do." Discrimination and sexual harassment destroy mutual respect and a trusting environment. This policy expresses the commitment of WSU to maintaining an environment free from discrimination, including sexual harassment. This policy applies to all students, faculty, staff, or others having an association with the University.

WSU is committed to the principles of free inquiry and free expression. Vigorous discussion and debate are fundamental to the University, and this policy is not intended to stifle teaching methods or freedom of expression. Discrimination and sexual harassment are neither legally protected expressions of speech nor the proper exercise of academic freedom. Sexual harassment and other forms of discrimination

compromise the integrity of the University, its tradition of intellectual freedom, and the trust and respect expected in the University community.

Discrimination Prohibited

This policy prohibits discrimination on the basis of race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, and/or status as a veteran. **Discriminatory harassment** is one form of discrimination. Under this policy, discriminatory harassment is identified as conduct toward a particular individual, individuals, or groups on the basis of a protected status that is sufficiently severe or pervasive that it has the purpose or effect of:

- Creating an intimidating, hostile, or offensive work or educational environment for individuals or groups; or
- Unreasonably interfering with the work, academic performance, living environment, personal security, or participation in any University-sponsored activity of individuals or groups.

Sexual harassment is a form of discrimination. Sexual harassment encompasses unwelcome sexual advances, unwelcome requests for sexual favors or requests for sexual favors in exchange for some benefit, and/or unwelcome verbal or physical conduct of a sexual nature by a male or a female. Sexual harassment occurs when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of any individual's employment or education; or
- Submission to or rejection of such behavior by an individual is used as the basis for employment or educational decisions affecting the individual; or
- A behavior is sufficiently severe and pervasive to interfere with any individual's work or educational performance, or create an intimidating, hostile, or offensive work or educational environment.

Examples of behaviors that may rise to the level of sexual harassment and, therefore, are prohibited by this policy include but are not limited to the following:

1. Physical assault;
2. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, grades, or letters of recommendation;
3. A pattern of behaviors that is unwelcome and severe or pervasive, resulting in unreasonable interference with the work or educational environment or creation of a hostile, intimidating or offensive work or educational environment and may include but is not limited to the following:
 - Comments of a sexual nature;
 - Sexually explicit statements, questions, jokes, or anecdotes;
 - Unnecessary or undesirable touching, patting, hugging, kissing, or brushing against an individual's body;
 - Remarks of a sexual nature about an individual's clothing, body, or speculations about previous sexual experiences;
 - Persistent, unwanted attempts to change a professional relationship to an amorous relationship;

- Subtle propositions for sexual activity or direct propositions of a sexual nature; and/or
- Uninvited letters, e-mails, telephone calls, or other correspondence referring to or depicting sexual activities.

Reporting and Immediate Action

Anyone who believes she or he is a victim of discrimination or sexual harassment should take one or more of the following actions, as appropriate:

- Meet informally with the Ombudsman or a counselor from the WSU Counseling Center to discuss the incident and seek information, guidance, and/or advice on the discrimination and sexual harassment policies of the University and protocols for reporting the incident; and/or
- Report the incident to his/her supervisor, who must report the incident to the Center for Human Rights for consultation and statistical purposes; and/or
- Report the incident to the Center for Human Rights for investigation.

The Center for Human Rights will conduct prompt and effective investigations of incidents of alleged discrimination and sexual harassment; informing supervisors of the progress in the conduct of investigations; and report the results of the investigations to the supervisors, complainants and complaint respondents. Investigation reports and records will be released only pursuant to lawful public records requests. Complainants may withdraw from participation in the investigation of alleged discrimination or harassment, yet the Center for Human Rights may continue an investigation if the University is legally obligated to complete the investigation.

Enforcement

The type of corrective or disciplinary action imposed on students will be determined by a student conduct officer or the conduct board using the procedures of the Standards of Conduct for Students. Disciplinary action imposed on students may include sanctions set forth in the conduct code, up to and including expulsion.