



University of
New Hampshire

STUDENT RIGHTS, RULES, AND RESPONSIBILITIES 2024-2025

Introduction
Student Code of Conduct
University Policies and Regulations
Student Policies and Regulations
Residential Policies and Regulations

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For prior versions of the Student Rights, Rules, and Responsibilities Handbook, visit the [Community Standards website](#).

Introduction

The University of New Hampshire is the state's public research university, providing comprehensive, high-quality undergraduate programs and graduate programs of distinction. Its primary purpose is learning: students collaborating with faculty and staff in teaching, research, creative expression and service.

UNH has a national and international agenda and holds land-grant, sea-grant and space-grant charters. From its main campus in Durham, to its component campuses in Manchester, Concord and online, the University serves New Hampshire and the region through continuing education, cooperative extension, cultural outreach, economic development activities and applied research.

Preamble and Statement of Agreement

The Student Rights, Rules, and Responsibilities Handbook is the University's official compendium for the [Student Code of Conduct](#), cornerstone student policies and expected standards of behavior. The "S.R.R.R." also serves as the companion document for the [Undergraduate Academic Catalog](#), [Graduate Academic Catalog](#), and the [Law School Academic Catalog](#). Each shared statement represents our individual and collective commitment to upholding the ethical, professional, and legal standards we use as the basis for our daily and long-term decision-making and actions.

Unless otherwise noted, the rules stated in this handbook apply to all undergraduate, graduate, and professional students enrolled at the University. Enrollment at the University of New Hampshire is considered an acceptance of all conditions specified in this document. Because the ~~University of New Hampshire is a public institution, its policies, rules, and regulations, while falling within the limits of the law, may exceed federal, state, or local requirements.~~ membership, it is a condition of enrollment that all students agree to abide by the rules and regulations of the University, which may exceed federal, state, or local requirements.

All students are expected to review and become familiar with its contents, prior to attending classes so that they may begin their work at UNH with knowledge both of their rights as students and of their responsibilities as members of the local and academic community. Extensive efforts have been made to be sure that the contents of this document are complete and up to date, but the University also reserves the right to adopt, modify or rescind any of the policies, rules, or regulations, according to established guidelines, as may be necessary for the interest of the University. In the event changes exceed technical amendments for the purposes of keeping this document current, the Dean of Students will be responsible for publishing the handbook.

cherish these values as being inextricably linked to our core mission. We are a public institution with a long-standing commitment to equal employment and educational opportunity for all qualified persons. We do not discriminate on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, genetic information, pregnancy, or political orientation. This applies to admission to, access to, treatment within, or employment in UNH programs or activities.

Local and Global Citizenship

Members of the University enjoy the rights and privileges associated with their status and are bound by the laws of the surrounding community. Every individual has a personal responsibility to review, become familiar and be in compliance with our established policies and behavioral expectations, in addition to the general law.

While some situations may overlap with criminal laws (e.g., theft, drugs, or sexual assault) and civil statutes (e.g., fraud, social host laws, neighborhood issues), university policies and the conduct process are intentionally and appropriately different. A student who violates certain regulations can be held accountable by the public courts as well as by the University. Student status does not forgive or cover criminal, civil, or other legal consequences for violations of federal, state, or local laws or ordinances.

The University also encourages students to cultivate an ethical stance and recognize their mutuality and interconnectedness as global citizens. Students who participate in study abroad programs and international experiential opportunities are legally subject to the same laws and regulations that govern the host country's citizens.

Declaration of Student Rights and Responsibilities

Students at the University of New Hampshire have at least the rights and responsibilities common to all citizens, free from institutional censorship; affiliation with the university as a student does not diminish the rights or responsibilities held by a student or any other community member as a citizen of larger communities of the state, the nation, and the world.

The following enumeration of rights shall not be construed to deny or disparage other rights retained by these individuals in their capacity as members of the campus community or as citizens of the community at large. Further, this articulation shall not preclude the University from establishing standard policies, procedures, requirements, or restrictions that all students must adhere to in the exercise of their rights.

Right to Academic Freedom and Expression

Students' rights include the freedom to learn, free and open expression within limits that do not interfere with the rights of others, free or disinterested inquiry, intellectual honesty, sustained and independent search for truth, the exercise of critical judgment, respect for the dignity of others, and personal and institutional openness to constructive change.

Right to Contribute to University Governance

Students have the right to participate in institutional governance and to be involved in the formulation and review of policies concerning student life, services and interests, standards of conduct and disciplinary procedures as defined by the appropriate governing body, responsible party or office.

As the primary source of advocacy, Student Senate executive officers have additional responsibilities to ensure students who represent a cross

section of the campus community are seated on university standing and special committees, and may initiate nomination or appointment procedures in accordance with governing bylaws.

Right to Freedom of Association and Assembly

Students are free to form, join, and participate in groups or organizations that promote student interests, including but not limited to groups or organizations that are organized for intellectual, religious, social, economic, political, recreational, or cultural purposes. Students may engage in peaceful and orderly protests and demonstrations so long as these events do not disrupt the normal operations and functions of the University.

Right to Due Process

Students have the right to be informed and have access to university policies which affect them. When students are accused of engaging in prohibited academic or behavioral conduct, they have the right to a fair disciplinary resolution process, including the right to receive timely notice and a meaningful opportunity to respond to the allegations.

Students have the right to have their case adjudicated by an impartial factfinding body, the right to challenge factfinders for bias or any conflicts of interest with the potential to undermine the integrity of the conduct process, and the right to be protected from capricious and arbitrary decision-making.

Right of Confidentiality of Student Records

All students who are or have been in attendance at the University have the right to inspect and review their education records subject to the limitations and exceptions set forth in the Family Educational Rights and Privacy Act (FERPA) and its related regulations, 20 U.S.C. § 1232g and 34 CFR Part 99.

Education records belong to the University and, although students have the right to review and request amendments, the University designates various offices as the unit custodians with responsibility to ensure proper access control and to handle, store, and dispose of the records as appropriate.

Responsibility to Uphold Professional, Behavioral and Academic Standards of Conduct

All members of UNH share responsibility for promoting and protecting the highest standards of integrity and mutual respect in scholarship and professional practice. Any rules or regulations considered necessary to govern the interaction of the members of the university community are intended to reflect values that community members must share in common if the purpose of the community to advance education and to enhance the educational development of students is to be fulfilled.

Membership in the legal profession requires conduct that meets exacting and demanding ethical standards. As persons preparing for that profession, Franklin Pierce School of Law students are required to meet the highest standards of the profession, in any law school activity and in relationship to any other member of the law school community.

Responsibility to Monitor Information Technology Identification Address

The University of New Hampshire often communicates with students on official matters in written form. The progression of technology has prompted the University to adapt both its administrative and educational communications to benefit from this technology. In those instances when the University chooses to communicate with students through technology, it typically does so with the use of the University-generated UNH Username. The University will provide and maintain this UNH Username; it will be the responsibility of the student to monitor official communication sent by the

University to this UNH Username on the UNH email system, as well as those posted to the UNH Portal (MyUNH) and accessible with this UNH Username.

Inquiries regarding discrimination and discriminatory harassment (including sexual harassment) should be directed to:

Bohdan Zaryckyj

Title IX Coordinator and Director of
the Civil Rights and Equity Office
105 Main Street, Thompson Hall
Durham, NH 03824-3547
603.862.2930 (voice)
603.862.2936 (fax)
7-1-1 (Relay NH)
unh.civilrights@unh.edu

Ren Haywood

EEO/ADA Compliance Officer
Civil Rights and Equity Office
105 Main Street, Thompson Hall
305 603.862.2929 (voice)
603.862.2936 (fax)
7-1-1 (Relay NH)
lauren.haywood@unh.edu

**Or to the Boston Civil Rights Office:
Office for Civil Rights (OCR)**

U.S. Department of Education
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
617.289.0111 (voice)
617.289.0150 (fax)
800-877-8339 (TTY)
OCR.Boston@ed.gov

**Or to the Executive Director:
State of New Hampshire
Commission for Human Rights
(NHCHR)**

Industrial Park Drive, Bldg. One
Concord, NH 03301-8501
603.271.2767 (voice)
603.271.6339 (fax)
humanrights@nh.gov

Student Code of Conduct

Community Standards and Values

As a diverse community of learners and stewards of scholarship, all members of the University of New Hampshire communities are expected to uphold the highest standards of mutual respect and integrity. These core values are key components of the UNH experience and reflect the expectations of its students.

Students must be able to live, work, and learn in an environment that deliberately seeks multiple perspectives and supports the free and open exchange of ideas through educational discourse. Students who engage in prohibited academic and behavioral conduct interfere with their ability, and the ability of others, to take full advantage of university life, and will thus be subject to disciplinary action through the university-wide conduct system.

Oversight and Administration

The Office of Community Standards is responsible for interpreting and enforcing the Student Code of Conduct and administering the university-wide conduct system. Community Standards will ensure that the rights of all students are guaranteed, and those engaged in the conduct process are afforded a fair, equitable, and meaningful opportunity to address allegations of prohibited conduct.

The University's disciplinary processes are not legal proceedings and thus do not embody, in structure or spirit, an adversarial framework or adopt the rules that govern civil or criminal legal proceedings. The University's disciplinary system should not be conflated with legal processes, and disciplinary proceedings enjoy neither the advantages nor the limitations inherent in legal paradigms.

Essential to its mission, the Office of Community Standards provides a continuum of high-impact practices and interventions, as pathways for enhanced reflection, accountability, and ethical development, that prepares students to lead lives of consequence. The established policies and behavioral expectations outlined in the Student Code of Conduct are intended to preserve and protect the University's educational mission of teaching, research, and public service.

Student Code of Conduct Purpose and Philosophy

The Student Code of Conduct is the official statement of university policies and regulations, and expected standards of behaviors that are applicable to all students. The primary purpose of policies and regulations, and the articulation of expected standards of student conduct, is to further the mission of the University and to protect the well-being of the community. These policies and regulations enable all the members of the University to function as a community and respond to situations that threaten or violate that community.

Policies and regulations are to be understood in the larger context of the functioning of the University and with sensitivity to the reality that the University is not an abstract entity, but rather a sum of its individual units and community members. Rigid conformity to and narrow application of policies and regulations without taking into account the larger context of the functioning of the University are not appropriate in our academic community.

Policies and regulations are often not more specific than necessary and often are general enough to allow the University to respond to situations in their unique complexities and take into account the variations in values

and goals of different University academic units and administrative offices. As such, they provide a broad framework that is designed to create a level of consistency across the University yet also accommodate local cultures. The University will create new policies and procedures and modify existing ones to address new issues and questions, and to reflect the evolution of our community and the larger society within which our community exists.

Article I: Terms and Definitions

Aggravating Factor –#Circumstances or facts that increase the level of severity and may increase the sanction. Examples may include abuse of trust or duty, premeditation, use of force or a weapon, recidivism, substantial harm to another or the community, or lack of genuine remorse.

Appellate Body –#An Officer authorized to consider the merits of an appellant’s petition of a disciplinary outcome, based exclusively on one or more of the established grounds outlined in this Code.

Burden of Proof – The obligation of the University to gather evidence to sufficiently establish whether the University’s policies have been violated.

Bystander – An individual who has a first-hand account of the alleged behavior and who tried to intervene to stop the alleged behavior.

Complainant –#Any student who experienced or was subject to alleged misconduct as described in this Code. When there is no student, Complainant generally means the University.

Complaint – A written request for the institution to initiate its formal investigation and adjudication processes.

Conduct Advisor – A person who serves as a support person and ensures that a student can freely access and fully participate in university disciplinary proceedings by helping the involved party maneuver a technically complicated and emotionally challenging process in an informed way. Typically, the Conduct Advisor will assist in all stages of the conduct process and may accompany the party to meetings, interviews, and hearings; however, the role of the Conduct Advisor is non-participatory in nature and limited to support and consultation. The Conduct Advisor does not represent students or serve as legal counsel.

Conduct Conference –#A forum to resolve cases of alleged non-academic prohibited conduct where sanctions are not likely to rise above University Disciplinary Probation.

Conduct Officer – A trained university official, subject to the provisions in this Code, who is vested with the authority to, among other duties, investigate alleged prohibited conduct, determine the appropriate resolution, and impose sanctions up to University Disciplinary Probation or affect other remedies as appropriate.

Director of Community Standards – The University’s Chief Student Conduct Officer and Sanctioning Authority, with responsibility for the overall coordination and administration of the university-wide and area disciplinary systems on the Durham, Manchester, Concord, and online campuses. The Director leads the development and shapes policies, procedures, education, and training programs that affect student discipline. As used in this document, “Director of Community Standards” or “Director” includes the Director’s designee.

Disclosure – A personal experience of harm expressed to a non-confidential resource.

Evidence – Available body of information, including testimony, witnesses, and documentation, directly related to the allegations to support a claim or belief, to prove or disprove a fact or which supports the application of charges in a university disciplinary proceeding in making judgments or decisions.

Instructor of Record – A UNH employee and member of the faculty who has overall responsibility for the development and implementation of the course syllabus, the day-to-day delivery of course activities, for ensuring

that course learning outcomes are covered and assessed, and for the issuing of grades.

Guidelines – General, non-mandatory recommendations or configurations that provide helpful information to achieve a particular aim and streamline processes for a particular category or area of control. Guidelines may include administrative instructions, guidance, or a framework in which to operate.#n various situations or under particular circumstances, guidelines help stakeholders act in alignment with the university, individual school, or department’s values.

Hearing Body – An individual Officer or Panel,#subject to the provisions in this Code, who is vested with the authority to, among other duties, review alleged prohibited conduct, make findings of responsibility, and impose#sanctions#up to University Expulsion or affect other remedies as appropriate.

Hearing Chairperson – The primary role of the Chair is to ensure a fair and expedient hearing, evaluate all evidence for relevance, facilitate questioning, rule on questions, ensure advisors observe appropriate decorum and serve as gatekeeper by making final decisions on all procedural issues. The Chair will also provide guidance, advise the Hearing Body, and participate in deliberations as needed.

Mitigating Factor –#Circumstances and facts that may be taken into consideration to support leniency or lessen the sanction. Examples of mitigating factors may include no prior misconduct, accident, provocation, self-defense, or genuine contrition or remorse.

Observer –#Observers are other faculty, staff, or students, approved by the Director, who may be present during a hearing for educational and training purposes. Observers are usually new panelists who are attending as a part of their training and continuing education process. Observers do not participate in any way and are allowed admission to the hearing with the consent of the students engaged in the process.

Preponderance of Evidence – The University’s evidentiary standard when, considered as a whole, it is more likely than not that the alleged behavior did violate the Code of Conduct or university policy.

Procedures – A description of the operational processes necessary to facilitate implementation of an established policy. Procedures are specific, prescribe workflow, operational steps, actions, or constraints. Procedural documents may be subject to changes in staffing or organizational structure. Procedures may also provide guidance for behavior on issues that are not dictated by a policy.

Disciplinary Proceeding – Broadly defined as all activities related to a non-criminal resolution of a student complaint or report including, but not limited to, fact-finding investigations, formal or informal meetings, and forums for adjudication.

Regulations –The minimum acceptable limits or rules, (sometimes referred to as standards) used to achieve implementation of an existing policy. Regulations are subordinate to policies. Authority can be designated to an area or unit for their own management and governance.

Respondent – Any student or student organization accused of violating this Code and engaged in the conduct process.

Report – Any information that indicates an alleged incident of prohibited conduct as defined by the Code of Conduct.

Student Policy – Any policy which directly affects student lives or provides direction for the intended audience at the university and is non-academic in nature.

Threat – To express one’s intention to physically harm or kill another person, or to take hostile action against another person or their property in a manner that would make a reasonable person fear for their safety.

University of New Hampshire – As used in this document, “UNH” or “the University” includes the College of Professional Studies¹ and Franklin Pierce School of Law component campuses.

University Community Member –#All individuals who have a relationship with or to the University either as a qualified student or an employee acting on behalf of the university and performing assigned responsibilities.

University Hearing – A mechanism for resolving allegations of academic and non-academic prohibited conduct when outcomes could reasonably result in University Housing Removal, University Suspension, or University Expulsion.

University Policy – A written statement that states an institutional position and establishes key expectations, requirements, and standards by which the institution manages its affairs. This written statement specifies or prohibits conduct that enhances the University’s mission, ensures coordinated compliance with applicable laws and regulations, promotes effectiveness and operational efficiency, and reduces institutional risk.

University Premises –#All land, buildings, facilities, and other property in the possession of or owned, used, or controlled by UNH, including adjacent streets and sidewalks.

Witness –#A person who has relevant, direct, first-hand knowledge of an incident related to an alleged violation of this Code.

¹ College of Professional Studies acknowledges the 2023 institutional merger between Granite State College and UNH - Manchester.

Article II: Authority, Scope and Jurisdiction

Authority

Designated by the Vice President of Student Life, the Director of Community Standards is the University’s Chief Student Conduct Officer and Sanctioning Authority. The Director ensures proper investigation and adjudication of alleged misconduct, resolution of conflicts and disputes and directs the overall administration of the university-wide conduct system.

The fundamental role of the Director is to ensure that student matters are handled equitably and objectivity for all parties concerned, consistent with the educational and rehabilitative goals of the University’s student conduct system. Nothing in this Code shall prohibit the Director from serving as the Chairperson for disciplinary proceedings or acting as a Hearing or Appellate Officer in the absence of another body to ensure an expedient resolution occurs.

In addition, the Director is appointed to:

- Establish standards of behavior and develop policies to ensure student rights and responsibilities of community membership are protected.

- Create area disciplinary systems, forums and procedural rules that globally cooperate with the university-wide conduct system.
- Establish sanctioning guidelines for unit-specific and area disciplinary systems to be used as an advisory tool and for assurance of evenhandedness.
- Discretionarily investigate or appoint an independent investigator to find additional facts to assist in the prompt, fair, and accurate resolution of any alleged prohibited conduct.
- Consult with an independent investigator, hearing participants, and hearing or appellate body, regarding the procedures required by this Code and controlling law, including ruling on evidentiary and legal questions as needed.
- Preserve the impartiality and fairness of the processes undertaken under this Code, respecting the interests of Complainants, Witnesses, Respondents, hearing personnel, and the importance of the conduct process to the educational mission of the University.
- Select qualified people to serve and participate on Hearing Panels. Persons selected shall receive annual training and ongoing education to undertake careful, fair, and objective reviews of disciplinary matters consistent with the goals of the university-wide student conduct system.

Periodic Review and Revision

Typically, the Code of Conduct is reviewed and updated annually. To assure effectiveness and compliance with federal, state, and local laws, orders of the court or other governmental authority, the Director may revise the Code of Conduct outside of the normal review and revision periods. The Dean of Students oversees and directs the approval process for changes in student policies and regulations.

Interpretation and Enforcement

Proceedings under this Code are administrative and educational in nature and purpose, focused on growth, rehabilitation and accountability. University proceedings foster a non-adversarial environment and do not constitute a legal process, nor are they intended to resemble one. Formal rules of civil procedure and technical rules of evidence do not apply to these proceedings, though principles of fairness and predictability inherent in such rules inform and provide guidance.

- The university conduct system is separate and independent of any criminal or civil proceeding. If a student is undergoing civil or criminal action for the same behavior which forms the basis of prohibited conduct, the University may pursue action concurrently.
- The University is not obligated to suspend the conduct process until the conclusion of any related criminal or civil proceedings. The Director may temporarily delay the conduct process while criminal or civil proceedings are pending; however, any delay will be short in time and interim action may be taken immediately.
- To the extent possible, the University will cooperate with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators.

Jurisdiction and Scope

With some limitations, the Code’s policies, obligations, responsibilities, privileges, rights and protections pertaining therein affect students and recognized student organizations as defined in this document.

The Code’s jurisdiction generally applies to behavior that occurs on any campus or property owned, controlled or leased by the University of

New Hampshire; in any education program or curricular or cocurricular activity in which the University exercises substantial control; or off-campus behavior that adversely affects the University and its pursuit to advance the mission.

Where a report or complaint involves more than one UNH campus, the campus with primary disciplinary authority over the respondent shall be responsible to investigate the matter pursuant to the applicable grievance process and procedures. However, depending on the nature and severity of a report or complaint, the Director may retain responsibility to investigate the matter.

Student – A term that refers to any individual who is or has been in attendance at the University of New Hampshire pursuing associate, undergraduate, graduate, or professional degree bearing programs, under any instructional modality and for whom the University maintains education records.

1. Official membership at the University of New Hampshire is conferred upon the first day of the semester or first term for which a student was admitted; early matriculants attending summer term courses for credit but prior to the first day of the semester or term for which they were admitted; or a combination of acceptable demonstrations such as class registration, participation in an orientation program or university-sponsored activity, assessment and placement or proficiency examinations, the first day residing in a university-housing facility or otherwise entered into another agreement with the university to take instruction.
2. Individuals who are not officially enrolled for the current semester or term but maintain a continuing educational relationship or otherwise have a reasonable expectation of resuming progress on the degree, including students on a temporary suspension or exclusionary status, leave of absence, academic suspension, or disciplinary separation from the University for a fixed period of time (suspension).
3. Graduate student admission to degree candidacy for individuals who have partially or fully completed required coursework and successfully passed their qualifying exams but are still engaged in the final research phase of the degree program.
4. Student status ends and all attendant privileges are terminated upon withdrawal from the institution, discontinuation after exceeding the maximum number of consecutive semesters without progress on the degree, academic dismissal, disciplinary separation from the University for an indefinite period of time (expulsion), or when the individual graduates.

With some exceptions, application of the Code's jurisdictional scope does not cover the following:

- Individuals who petition to receive special student classification and are approved to enroll on a full-time basis without entering a degree program.
- Individuals solely registered as an auditor to observe course content and participate in learning activities but for which the learner is not seeking to obtain a grade or credit hours earned for the course, nor otherwise enrolled in a degree-seeking program.
- Individuals participating in lifelong learning, continuing education, or micro-credential programs, not for academic credit.
- Individuals who are taking classes for academic credit but have not been admitted to a degree, diploma, or professional certification program or solely with the intention to transfer credits to another accredited university or college.

- Individuals dually enrolled in secondary education or foreign equivalent attending classes on a for academic credit basis but have not been admitted to the University.
- Visiting or transient students who are enrolled and maintain an ongoing affiliation with another post-secondary institution, invited to conduct research under the supervision of a specific instructor on a short-term basis and sponsored by a department or college.
- Former students and alumni.

Recognized Student Organization – A term that refers to a group whose primary membership consists of students currently enrolled at the University of New Hampshire; controlled and directed by students; formed in order to contribute to students' personal development; and which has complied with all registration requirements for the purpose of obtaining university-wide recognition and official identification as an affiliated group.

Professional Standards and Unique Programs

Resolution procedures may be tailored for Graduate Programs, specific non-degree or other specialized programs that do not require formal admission to the University or follow traditional class registration.

Some professions and disciplines are governed by standards specific to their program of study. Those professional standards generally advance the quality of the profession or discipline by developing codes of ethics, conduct, and professional responsibility and standards to guide their members. Those belonging to such organizations are expected to adhere to this Code of Conduct, all university policies and any professional standards determined by their program or academic college.

Article III: Prohibited Conduct

The following list describes actions that detract from the effectiveness of the university community and are prohibited but do not include constitutionally protected activity, nor is this section meant to curb, impede, or chill free speech or expression that is protected by law and adheres to reasonable time, place and manner guidelines. Any examples of prohibited conduct are illustrative and should not be read as a comprehensive list.

1. **Academic Misconduct.** Any action that misrepresents a student's work, knowledge, or achievement and provides a potential or actual inequitable advantage or compromises the integrity of the educational process as described in the [Academic Integrity Policy](#).
2. **Alcohol.** The acquisition, distribution, possession, or consumption of alcohol must be in compliance with all local, state, and federal laws and university policy including the [Alcohol Policy](#). Institutional restrictions on alcohol while on UNH property vary by location and in some cases by time.
 - a. Possession or consumption of alcohol while under the legal age.
 - b. Engaging in any behavior which encourages, facilitates, or constitutes excessive or rapid alcohol consumption including, but not limited to keg stands, alcohol luges, beer bongs, borgs, beer/water pong, and other drinking games.
 - c. Public intoxication or engaging in any behavior while under the influence that may endanger oneself or others regardless of age.
 - d. Unauthorized or unlawful distribution, sale, or service of alcohol, regardless of age, except as expressly permitted by law and university policy.

- e. Permitting any underage individual or group to possess or consume alcohol or where alcohol is dispensed from common sources in a space owned, occupied, or controlled by the host.
 - f. Unauthorized or unlawful possession or consumption of alcohol in open spaces, university buildings, common areas of university residential halls and apartment complexes, or in public except as expressly permitted by law and university policy.
 - g. Control or operation of a vehicle or personal motorized transportation device while under the influence or impaired by alcohol.
3. **Complicity.** #Actively encouraging or assisting another student to engage in prohibited conduct, failing to advise another to cease behavior that constitutes prohibited conduct and leaving immediately thereafter, or failing to report violations to a university official or law enforcement officer.
4. **Damage and Destruction to Property.** #Engaging in the intentional, reckless, or unauthorized defacement, damage, or destruction of university property or the property of another, including all acts of vandalism.
5. **Disorderly Conduct.**
- a. Engaging in behavior that will disturb, alarm, anger, or provoke others or constitutes a breach of the peace including, substantially obstructing, or interfering with the lawful exercise of freedom of speech or freedom of peaceable assembly or engaging in public fighting.
 - b. **Lewd or Obscene Behavior.** Indecent conduct includes public display of intimate body parts, public sexual acts or public urination or defecation.
6. **Disruptive Behavior.**
- a. **Disruption to the Academic Environment.** #Any conduct that substantially threatens or interferes with the maintenance of appropriate order and discipline in the operation of the University. Without excluding other situations, examples include shouting, noise-making, obstruction, and other disruptive actions designed or intended to interfere with or prevent routine university operations or educational activities.
 - b. **Disruption to Community.** Intentionally causing or recklessly creating a risk of disruption to the university community or local community, including, but not limited to, violent or threatening behavior, unreasonably loud or belligerent behavior or obstruction of vehicular or pedestrian traffic.
7. **Drugs and Other Substances.** #Possession, consumption, manufacturing, or distribution of narcotic or other controlled substances except as expressly permitted by law and/or university policy. #The legal status of cannabis is changing in many states and in other parts of New Hampshire, but the University of New Hampshire prohibits the possession and use of cannabis and cannabis-products.
- a. Unauthorized or unlawful possession or consumption of narcotics or other controlled substances.
 - b. Unauthorized or unlawful distribution, manufacture, or sale of narcotics or other controlled substances.
 - c. Misuse of prescribed medication.
 - d. Possession or use of drug paraphernalia.
 - e. Permitting any individual or group to possess or consume narcotics or other controlled substances or where said substances are dispensed from common sources in a space owned, occupied, or controlled by the host.
 - f. Control or operation of a vehicle or personal motorized transportation device while under the influence or impaired by drugs or other substances.
 - g. Being impaired by drugs or other controlled substances in public to the point where one's behavior adversely affects or could affect, the regular operations of members of the university community.
8. **Fire Safety.** #Behaviors that cause a fire or fire hazard as described in the [Fire Safety Policy](#).
9. **Harm and Endangerment.**
- a. **Physical Assault.** #Unwelcome physical contact or actions that are intentional or reckless and can be reasonably expected to result in harm or injury.
 - b. **Endangerment.** #Reckless disregard for the health or safety of any person.
 - c. **Harassment.** #Unwelcome conduct that is so severe, pervasive or persistent, that it interferes with, denies, or limits a student's ability to participate in or benefit from educational or employment opportunities, privileges, or status at the University. Harassment may occur via written, electronic, verbal, or any other form of communication; or through physical presence; and includes, but is not limited to, bullying, cyberbullying, intimidation, or coercion, except where a different legal standard applies under 34 CFR§106 or the [University's Discrimination and Discriminatory Harassment Policy](#).
 - d. **Threat.** #Any verbal threat or physically threatening behavior that would cause a reasonable person to fear for their safety.
10. **Misrepresentation.**
- a. Furnishing false information to any university official, faculty member, office, or law enforcement officer.
 - b. Purposefully omitting facts that are material to the purpose for which the information is provided.
 - c. Forgery, alteration, or misuse of any university document, record, or instrument of identification.
 - d. Manufacturing, distributing, delivering, selling, providing, purchasing, using, or possessing any form of fraudulent identification.
11. **Noncompliance.**
- a. Failure to comply with the reasonable directives, verbal or written, of university officials, student staff, or law enforcement officers acting in performance of their duties, including failure to identify oneself.
 - b. Failure to comply with or complete assigned conduct sanctions or mandated educational interventions.
 - c. Violation of terms of any interim action or exclusionary order imposed by the University including no contact directives, no-trespass notices, building or campus ban or restriction, removal from university housing, interim suspension, or emergency removal.
 - d. Violation of terms stipulated with disciplinary probation, university housing probation, or deferred university suspension or university suspension status.
12. **Obstruction with the University Conduct System.**
- a. Failure to cooperate or respond to any notice from a university official who has responsibility for any aspect of the conduct system.
 - b. Falsification, distortion, misleading, or misrepresentation of information before a disciplinary body.

- c. Deliberate disruption or interference with the orderly conduct of an investigation or disciplinary proceeding.
 - d. Destroying or withholding information related to a potential or actual Code of Conduct or policy violation.
 - e. Attempting to discourage an individual's proper participation in or use of the conduct system.
 - f. Attempting to influence the impartiality of a university official prior to, during the course of, or after a disciplinary proceeding.
 - g. Reporting a student for disciplinary action without cause or deliberate false accusations, as opposed to allegations which, even if erroneous, are made in good faith.
13. **Retaliation.** #Any intentional adverse action or threatened action against a community member who makes an allegation, files a report, serves as a witness, assists a Complainant or Respondent, or participates in any university investigation or disciplinary proceeding. Retaliation is an independent violation of policy and may be present even when the underlying report of prohibited conduct is unsubstantiated.
 14. **Sexual Misconduct and Sexual Exploitation.** #Sexual Harassment, Sexual Assault, Unwanted Sexual Contact, Sexual Exploitation, Domestic Violence, Dating Violence, and Stalking as defined in [Article VI: Sexual Misconduct and Sexual Exploitation](#) of the Student Code of Conduct.
 15. **Theft.** #Unlawful or unauthorized use or possession of property or services of the University, any person or entity; attempted theft may be enough to constitute a violation.
 16. **Unauthorized Access and Use.**
 - a. **Unauthorized Entry.** #Misuse of access privileges or unauthorized access or entry to any university premises.
 - b. **Unauthorized Keys.** #Unauthorized possession, duplication, or use of keys, codes, or access cards, including student IDs and other forms of identification, for any university premises.
 17. **Violation of Law.** #Any act or behavior that could be cited or would constitute a violation of any federal, state or local law; city or county ordinance whether or not charges are brought by civil authorities.
 18. **Violation of Privacy.** Unauthorized surveillance by use of any device for the purpose of observing, recording, streaming, or in any way transmitting images, videos, or sounds, without the other person's knowledge or consent, in a place where they would have a reasonable expectation of privacy.
 19. **Violation of University Policy.** #Any act or behavior that would constitute a violation of an approved University of New Hampshire policy, rule, or regulation.
 20. **Violations Committed by Guests.** #All UNH students are responsible for informing and holding their guests to the University's standards of behavior and will be held accountable when their guests violate policies outlined in this Code, though not informing the guest of the rules does not absolve the student of responsibility. For the purpose of this policy, a person is considered a guest if the person is in a student's room or apartment, whether or not invited by that student; the student invited the person to the student's residence hall or apartment building; or the student invited the person to campus.
 21. **Weapons.** #Unauthorized possession, use, distribution, or display of any firearm, replica firearm, ammunition, replica weapon, electroshock device (e.g., tasers), explosives, fireworks, dangerous chemicals, or other weapons defined as any object or substance designed to inflict a wound, threaten injury, cause injury, or incapacitate unless expressly permitted by law and/or university policy. #Possession of chemical defensive sprays is permitted; however, use of such an item,

even if legally possessed, in a manner that harms or threatens others is prohibited unless it is being used defensively.

Article IV: Conduct Resolution Process and Procedures

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Reporting Allegations of Prohibited Conduct

Any person may report an incident or file a complaint against a student or recognized organization alleging a violation of the Student Code of Conduct or university policy. The person filing a complaint shall be referred to as the Reporting Party or Reporter. The student who is subject to the alleged misconduct shall be referred to as the Complainant. The student accused of engaging in prohibited conduct or alleged to have violated the Code of Conduct shall be referred to as the Respondent.

The Office of Community Standards is not a confidential resource and has responsibility under applicable law(s) and university policy to report disclosures of sex and gender-based misconduct, discrimination, and harassment to the Title IX Coordinator or the Civil Rights and Equity Office directly.

No issue or conflict will be subject to institutional action unless there is reasonable cause to believe that the circumstances and matter in question implicates provisions of a university policy or the Code of Conduct. Reasonable cause is defined as reliable information to support each element of the violation, even if that information is merely a credible statement. The Director will assess the reliability of available information and determine if a report is wholly supported or unsupported by any such information.

Anonymous Reporting

To the extent possible, the Director will maintain anonymity when reasonable or when there is fear of retribution or a true safety concern. Reporters should know that anonymity may impact the University's ability to investigate alleged misconduct and ensure appropriate outcomes. In some situations, anonymity may not be possible, and the Director may be required to investigate alleged misconduct, even against the wishes of the Reporter or Complainant.

Preliminary Review

Upon receipt of a report or complaint, the Director shall conduct a preliminary review into the nature of the information to determine if there is jurisdiction to adjudicate the complaint and to what extent. Within the University's discretion, a preliminary review may lead to:

- Closing the case because the matter was not reported or filed within the specified timeframe.
- A determination that there is insufficient information to initiate an investigation or the alleged misconduct, even if proven true, would not violate the Code of Conduct or another policy.
- Recommend an alternative dispute resolution and bypass the conduct process.
- Deferral of the conduct process, with or without conditions; however, when cases involve a threat to personal or environmental safety, an interim or exclusionary action to adequately mitigate risk may be taken immediately during the pendency of an investigation or adjudication process.
- Referral to the designated official within the appropriate jurisdiction or to another office or external entity for the appropriate response.

Time Limits on Reporting

To promote timely and effective review, students who have been harmed by, witness to, or have knowledge of a potential violation of the Code of Conduct are encouraged to report as soon as possible. A delayed or prolonged passage of time may impact the University's ability to gather relevant and reliable information, contact witnesses, investigate thoroughly, and respond meaningfully. Absent extraordinary circumstances, incidents reported later than twelve (12) months after the alleged occurrence are subject to dismissal for good cause shown.

In computing any time period specified in these procedures, the day of the event, act, or default that initiates the period will be excluded. If the accused student is unknown or no longer a student at the time the complaint was received, either because the student graduated or left the University permanently, the Director is unable to commence an investigation or pursue disciplinary action. The Director will assess whether remedial steps can be taken to address any prohibited conduct or its effects on the university community. Generally, this time limitation does not apply to complaints of sexual misconduct or other protected class discrimination and harassment.

System Effect of a Pending Report of Violation or Interim Suspension

A student who is ineligible to register for or attend classes at any one USNH institution because of a pending student disciplinary matter shall be ineligible to register for or attend classes at any other USNH institution for as long as the matter remains pending.

If a student has withdrawn with pending allegations, after a notice of charges has been issued, or before an active interim suspension has been resolved, the University may:

- Place a hold on the student's academic record and notify the student that disciplinary action may be initiated upon application for reinstatement to UNH or application to any USNH institution; or
- Proceed with disciplinary action and resolve the matter.

Interim Actions and Restrictions

In the interest of maintaining a productive academic community where all students can freely access and fully participate in their educational and employment opportunities in a safe environment, the University may implement administrative, non-disciplinary interim actions and restrictions

at any time and without prior notice to protect its members and preserve its property.

Limited Actions and University Restrictions

Interim actions and restrictions can take various forms and will be calibrated to address a perceived risk or heightened severity, but tailored to minimize to the extent possible, the impact on the affected parties, whose underlying allegations of prohibited conduct have not yet been adjudicated on the merits.

No Contact Directive – A remedial method for curtailing or prohibiting contact or communications between or among individuals to defuse conflict or to protect safety prior to the conclusion of an investigation and adjudication process. A No Contact Directive is not a restraining or protective order with force of law. It does not establish a minimum distance in which the parties must remain separated. No Contact Directives are administrative records, not disciplinary sanctions, and therefore do not constitute an education record unless it is part of an investigative file that concluded through the conduct process.

The withdrawal of specified privileges and the mechanics of the restrictions will be clearly specified, as well as how long the restriction will remain in effect, at the time of issuance.

Interim actions may be implemented individually or in combination. The following are other actions the University may take to address the issue at hand:

- Administrative room or building reassignments for students residing in university housing
- Prohibition from representing the University in any capacity
- Limiting access to certain areas of campus or specific facilities
- Exclusion from participation in designated activities

Temporary Suspension and Campus Exclusion

In circumstances when a student's behavior significantly interferes with or poses a credible substantial threat to other individuals or the community, the Director may remove a student from the physical campus or temporarily suspend a student from university housing or the University pending adjudication through the conduct process or while criminal proceedings are underway.

Implementation of an interim suspension will be predicated on an individualized and objective assessment of the controlling facts and conduct under challenge. The primary considerations in making this assessment will be the severity of the conduct presented or rapid escalation of the student's behavior and the impact on the community.

Notice and Conditions for Interim Suspension

The Director will notify the student that an interim suspension or campus ban has gone into effect. Notice of the interim action will provide information regarding the alleged prohibited conduct and the rationale for such action and instructions on the appeal process.

When interim suspended from the University, the student is prohibited from attending classes (in-person or distance learning), participating in curricular or cocurricular activities, residing in university-owned or

operated housing facilities, or otherwise being on university premises for any reason during the interim suspension period. The student's ID access will be deactivated, and the University reserves the right to place a hold on the account to prevent future registration.

Alterations to In-person Class Participation

The Director will work with the students' academic college to communicate that an interim suspension has gone into effect. At the time of the interim suspension or upon request for modification, distance learning may be explored as a temporary alternative for students enrolled in-person.

If the student has been permitted to work remotely, the student's faculty will be asked to work flexibly with the student whenever possible. If the course design or learning objectives are not practical for remote participation, faculty are not obligated to deliver all-virtual instruction.

Remote participation is contingent upon assessing feasibility in each course in collaboration with the instructor of record.

Grounds for Appeal

A student who is temporarily removed from university housing, excluded from campus or placed on interim suspension from the University, will have the opportunity to appeal to the Director within five (5) business days from the date of notice. The appeal must be submitted in writing and include any documentation or information that supports the student's grounds for the appeal.

The grounds for appeal are:

1. The reliability of the information concerning the student's conduct, including the matter of identity.
2. The conduct and surrounding circumstances reasonably indicate that the student's behavior would not signal that their continuance in classes or presence on university premises would significantly interfere with or pose a credible threat to others, the community or to the University as a whole.

Appeal Review and Determination

The Director will review the appeal as soon as administratively possible. The Director will provide the student with a written notice of the outcome of the appeal. The interim action will remain in effect while any review is pending.

- The Director has the discretion to stay, modify or vacate the interim action as circumstances may warrant at any point during the interim suspension period and will explicitly communicate to the student if there has been a change.
- If the interim action under review is modified, the Director may place other interim restrictions or limited access during the pendency of an investigation, adjudication and/or criminal proceedings regarding behavior relevant to such proceedings.
- When there is a criminal proceeding, conditions for reinstatement to the University may be specified.
- Interim suspension does not replace adjudication through the student conduct process, which shall proceed in accordance with the procedures of the Code of Conduct. Timelines will be reasonably adjusted to ensure an expedient resolution.
- There will be no further appeals against the decision rendered upon review.

Deprivation of Privileges and their Practical Effects

- The consequent interference of an interim suspension is not viewed as trivial. The rights and protections afforded to students at all stages of the conduct process will ensure an expedient resolution without prohibitive cost to the student's educational process.
- In the event of resumption of privileges, all reasonable attempts will be made to restore the student to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Forums of Resolution and Procedures

The University is committed to the timely and fair resolution of disciplinary matters involving students and recognized student organizations. Generally, the more serious the possible deprivation, the greater due process protections owed. Although the Code of Conduct affords significant procedural protections within the principles of due process that do not undermine the integrity of the conduct process, this does not include the right to confront accusers in a manner inconsistent with this Code or to be represented by counsel.

Guiding Principles

Minimally, students accused of engaging in prohibited conduct have the right to a fair resolution process before an impartial decision-making body, including the right to receive timely notice and a meaningful opportunity to respond to the allegations made against them.

Notice. Respondents are notified through their UNH-issued email. The notice may include a summary of the allegations and charges under consideration, proposed sanctions, and the resolution options available. The notice will also specify instructions on procedures for responding and deadlines, and the date, time, and location of the meeting. Requests to reschedule conduct meetings are typically only granted when there is an academic conflict.

Decision. Typically, the decision-maker will send the Respondent a written notice of the decision as to whether the charges have been substantiated or not, based upon preponderance as the standard of proof, the rationale for the determinations, and the assigned sanctions (if any) five (5) business days after the meeting or at the conclusion of the conduct process when such cases involve multiple respondents.

Alternative Resolution Pathways

Where possible, the university-wide conduct system prioritizes education and the growth of students as responsible community members. For this reason, the Director may make reasonable alterations to any of these procedures to handle many reports in a flexible way in the spirit of a prompt conclusion depending on the context of the situation.

At any time, the Director may also recommend the involved parties explore alternative dispute or conflict resolution opportunities or to undertake voluntary or mandated assessments, in lieu of adjudication. The student need not accept responsibility for the prohibited conduct in order for such referrals to be made.

Investigation and Threshold Determination

If the factual allegations of the report or complaint, if taken as true, do constitute prohibited conduct that does not involve harassment, sexual

misconduct, and sexual exploitation, the Director may undertake an investigation if necessary.

The investigation is designed to be timely, thorough, and impartial and to provide for a fair and reliable gathering of the facts. The Director may facilitate an investigation or appoint an independent or external investigator for the matter at hand.

- If an investigation of prohibited non-academic conduct reveals other prohibited conduct under this Code, the Office of Community Standards will forward the issue to the office or university official responsible for investigating that possible misconduct.
- The procedures to investigate allegations of organizational misconduct will be moderately altered to meet the principles of fundamental fairness and determine if the investigation is best conducted jointly with or independently from any national or local organization granting affiliation status. Members of the organizations are called to participate in the investigation as witnesses, unless information surfaces that clearly establishes individual conduct.

Upon completion of the investigation, the investigator will make a threshold determination as to whether there is sufficient evidence to advance the matter to formal adjudication or recommend another method of resolution.

Preliminary Interview and Investigation Timeline

Reasonable attempts will be made to interview relevant witnesses and additional information, documentation, and witnesses from other sources may be explored. The Director will consider information that is relevant, material, and temporally proximate to the conduct at issue.

An investigation will be completed promptly with a projected timeline for completion of sixty (60) days. As appropriate, the Director will provide both the parties with periodic status updates during the investigation; however, the actual duration of each investigation may vary commensurate with its complexity, the severity, and extent of the allegations, the number of witnesses, the need for language assistance or accommodation of disabilities, and the possibility of interruption by curtailed operations or break periods. If the duration of an investigation exceeds these estimates, the Director will notify the parties, in writing, of any such delay.

Resolution Agreement

A Respondent may elect to participate in an expedited resolution by agreement upon timely response to the notice of allegations and in lieu of adjudication. A Resolution Agreement summarily resolves alleged violations by way of the Respondent accepting responsibility for all charges under consideration, admitting to the misconduct, and agreeing to specific sanctions and remedies without use of a hearing or opportunity to appeal. Resolution Agreements are final upon signatures of the Respondent and the decision-maker.

Options for Adjudication

Conduct#Conference – The Respondent agrees to participate in a one-on-one fact-finding meeting with a Conduct Officer. This will allow for further exploration of other facts and circumstances of the alleged misconduct. The burden is on the respondent to prove that their position has merit. The Respondent will have an opportunity to share their perspective about the incident in question, clarify or correct any information submitted for review and answer questions specific to their alleged involvement.

Administrative Hearing – A Respondent can accept responsibility for all charges and request to petition for a specific sanction or lesser consequence. Typically, Administrative Hearings are facilitated by a single Hearing Officer who will not revisit the question of alleged prohibited conduct, but rather consider the Respondent's petition before rendering a final decision.

Panel Hearing – A Respondent can deny responsibility for one or more of the charges under consideration and contest the allegations brought against them before a body of trained community members comprised of faculty, staff, and students.###Nothing in this Code shall preclude the Director from modifying the composition of the Panel or from directing a single Hearing Officer to serve as the decision-maker.

University Hearing and Expanded Protections

The following procedures apply to resolve alleged prohibited conduct that could reasonably result in University Housing Suspension, University Housing Removal, University Suspension, or University Expulsion:

Preliminary Meeting

The preliminary meeting is likely to be the first time for the Respondent to review all relevant information that will be used to support the charges brought forth against them and to have the procedures to be followed at the hearing explained. If the date, time, and location of the hearing have been confirmed and the names of the decision-making body is known, this information will also be shared at that time. Additionally, the Respondent should be prepared to identify the advisor (if any) that will support them for the duration of the conduct process, to discuss alternative resolutions of the matter without a hearing, and to resolve special considerations, answer other questions, and share information prior to the hearing. Requests to reschedule preliminary meetings are typically only granted when there is an academic conflict.

Pre-Hearing Submissions

Community Standards reserves the right to verify the accuracy and authenticity of germane information shared prior to and during the hearing process, including witnesses, authors of letters or documentation submitted, and inspect documents in an effort to corroborate the account provided by the student. The Director, in consultation with the Chair, will establish a reasonable deadline for these submissions, typically no longer than five (5) business days.

Formal rules of evidence do not apply, and the Chair shall make all determinations regarding the admissibility, probative value, prejudicial effect, repetitiveness, redundancy, relevancy, etc., of evidence presented. Evidence that was excluded or redacted from the record as impermissible will not be admissible at the hearing. Hearsay is admissible if the Chair finds that it is generally reliable, but any party may present reasons that admitted hearsay evidence is or is not sufficiently reliable to be the basis for a finding of responsibility.

The parties may request extensions that may be granted, if reasonable, at the discretion of the Director. Extensions granted to one party will be granted to the other party. Delays simply to prolong the process will not be permitted, and failure to meet deadlines will generally result in forfeiture of a party's ability to participate in that aspect of the process. Subject to a demonstration of compelling circumstances, a party who declines or fails to participate in a meeting or interview, provide evidence, or suggests

witnesses, waives their right to do so upon the issuance of the final report and/or record.

Identifying Witnesses

Witnesses presented on behalf of the parties must have factual first-hand knowledge of the incident in question. In cases requiring special expertise, the University may appoint individuals with similar expertise to serve as consultants to the hearing body. The consultant may be present and provide information as called upon during the hearing.

Expert Witness testimony is admissible only when the Director determines that such testimony is potentially relevant to the investigation and where the investigator determines that the expert witness is qualified to provide such testimony. In order for expert witness testimony to be considered for purposes of adjudication, they must be available to attend the live hearing and must testify at the live hearing if called by the Panel. The expert witness must also submit to cross-examination. If an expert witness is not available to testify at the live hearing and/or does not testify when called at the live hearing, any prior statement, testimony, or written report submitted may not be considered to determine responsibility.

Notice of Hearing

Hearings are scheduled as timely as possible. All efforts will be made to provide notice of hearing no less than three (3) days or no more than ten (10) days after a notice of allegations has been issued. The Respondent may waive the three-day notice. Time limits for scheduling meetings and hearings may be extended at the discretion of the Director. If the notice does not include the names of the decision-maker(s) slated for adjudication, the parties will be notified, in writing, at a later time, prior to the hearing. Hearings may take place in person or via video conference or other remote technology.

In matters where there is more than one Respondent arising from the same incident, the Chair in consultation with the Director and the parties may order a consolidated or severed hearing. Respondents may request that hearings be conducted separately. In the case of a consolidated hearing, the Chair may reasonably adjust timelines and procedures if doing so is likely to result in reliable and more efficient outcomes without causing prejudice to the parties involved or confusion for the fact finders. When a hearing occurs at the end of an academic semester, including, but not limited to reading days and final exams, and during the summer and winter breaks, the Director may assign cases to a single Hearing Officer.

Request to Delay

The Respondent may request a postponement of no more than three (3) business days for reasonable cause. The Director will determine the validity of the request. Absent extenuating circumstances, a request for a postponement must be made in writing, include supporting rationale, and be received by the person sending the hearing notification at least two (2) business days before the scheduled hearing. The University reserves the right to reschedule a hearing for the first appropriate available date. Given the number of individuals involved in a hearing, and the attendant difficulty of scheduling and rescheduling them in a timely manner, it may not be possible to accommodate all scheduling requests. The Chair may postpone and reschedule a hearing, without a request by the parties, when the cause to do so arises.

Challenge for Impartiality

The Respondent has the right to a hearing by an unbiased decision-making body, and the right to challenge the body that is serving in such

capacity and the Chair, on the grounds of bias or conflict of interest. The Director will determine the validity of the objection but shall not impair the independence of designated hearing body, though they may provide procedural advice at all times and exercise best judgment to avoid acting in dual roles in the same conduct case.

The provisions about bias and conflict of interests shall not be construed so widely as to eliminate broad categories of panelists and no panel member will be excused solely on the basis of a protected characteristic in accordance with the University's Statement of Nondiscrimination. Mere knowledge of the events at issue shall not disqualify a panel member. Where actual bias or conflict of interest is established, the Respondent may request that a panel member be excused because of a proven conflict of interest as provided in the foregoing provisions assuming they have not already recused themselves, to ensure that the process is managed by individuals that eliminates the identified bias or conflict.

Actual bias is an articulated prejudice in favor of or against one party or position; it is not a generalized concern about the personal or professional backgrounds, positions, beliefs, or interests of the decision-makers in the process. Panel members should be alert to potential personal, economic, or legal conflicts of interest between themselves and the persons bringing matters to the Panel or the student against whom a matter has been brought.

Panel members having past or present ties of kinship, marriage, or other very close personal relationship to any of the parties involved in the matter should notify the Chair that a conflict of interest exists and be automatically excused from participation; the nature of the relationship need not be disclosed to the Chair. Panel members having some form of close professional relationship with one or more of the parties involved in the matter (e.g., collaboration or cooperation in research, writing, or teaching with a colleague or service as an ongoing academic adviser, athletic coach, employed in the same department or unit or instructor to the student in class that is smaller in size) should notify the Chair that a potential conflict of interest exists.

A Panel member should inform the Chair that the nature of the matter creates an occasion for a conflict of interest and may request to be excused from participation. Similarly, all issues relating to conflict of interest should be raised by the student and settled before the Panel begins consideration of the matter. Questions relating to conflict of interest may not be raised after the Panel has reached decisions, nor may they be grounds for appeal of the hearing results.

The foregoing provisions are intended not to be inclusive of all possible situations of conflict of interest, but rather to provide guidance. It is the intention of these provisions to enable the Panel to avoid both the appearance and the reality of conflict of interest so that the community will have confidence in the fairness of the proceedings. In case of doubt, the Chair and Panel Officer should assume that a potential conflict of interest exists.

Advisor Assistance

As an alternative or in addition to utilizing a university-trained advisor, the Respondent has the right to be assisted by an advisor of their choosing during the conduct process and at the hearing. The role of the advisor is to provide support and assistance in understanding and navigating this process. To protect the privacy of those involved, all advisors not trained by Community Standards are required to sign a confidentiality agreement

prior to attending an interview or otherwise participating in the University's process.

The University's duty is to the student, not the advisor. All communication is made directly with the student. The process will not be unreasonably delayed to accommodate the schedule of the advisor. An advisor must familiarize themselves with university policy and may be provided with written expectations in advance of participation in university proceedings. The advisor may not testify in or obstruct an interview, author-written submissions, create a recording or transcription of the meeting, bring electronic devices into the meeting, or disrupt the process. The Director has the right to determine what constitutes appropriate behavior of an advisor and take reasonable steps to ensure compliance with this policy.

Reasonable Accommodation

A qualifying individual has the right to reasonable accommodations to ensure the opportunity to participate fully in the conduct process. Student Accessibility Services (SAS) and Community Standards are committed to and responsible for assuring students with disabilities receive equitable, effective, and meaningful access to all campus programs, resources, and services. The student who wishes to request accommodation should adhere to the procedures and documentation guidelines established by Student Accessibility Services (SAS). Students should advise Community Standards, in writing, of their intention to request accommodation no later than two (2) days prior to the scheduled hearing in order to permit sufficient time to make any necessary arrangements.

Standard of Proof

The University's prescribed standard of proof used to determine responsibility for policy violations is the preponderance of the evidence standard, when the information suggests that it is more likely than not that a violation occurred.

Presumption of Non-Responsibility

Decision-making bodies shall make no assumptions or presumptions (including about the credibility or culpability of the parties to the proceeding or witnesses) and reach decisions as to whether the Respondent has violated university policy solely on the basis of the evidence and testimony presented to them.

The Respondent will be presumed not responsible until the appropriate disciplinary authority, using the preponderance of evidence standard, determines that a policy violation has occurred. When participating in any of the University's conduct processes, the Respondent bears does not bear responsibility to prove or disprove allegations. It is the University's role to gather information and apply an unbiased and transparent process so that the appropriate decision-maker can determine the outcome.

Notice of Decision

Following the conclusion of the hearing, the Respondent will be notified in writing of the hearing results outlining the findings of fact, rationale any determination whether the student is responsible for violating the Code of Conduct and the sanctions, if any. If sanctions are imposed, they will be issued in consideration of the specific circumstances of the case, institutional precedent, disciplinary history, aggravating and mitigating circumstances, and community impact. If the hearing results involve outcomes of Disciplinary Probation, University Housing Removal, University Suspension, or University Expulsion, a summary of the appeal procedures will be included.

Disciplinary Proceedings Held in Absentia

Students have a duty to cooperate with the university's conduct system and an obligation to provide truthful information. Because the most accurate and fair review and understanding of the facts of the incident at issue can best be accomplished when all parties are present, refusal to respond or participate will be considered a forfeiture of the party's right to address the allegations and denies the decision-making body from learning important information that could influence the outcome of the proceeding.

Although no inference or adverse action may be drawn against a student for failing to participate in a proceeding, the University reserves the right to continue with the conduct process to its conclusion in the student's absence except when there are exigent circumstances. Any findings of responsibility or non-responsibility will be based on the information available, sanctions issued, and related deadlines will be documented in an outcome letter and sent to the applicable parties.

Sanctions

General Guidelines to Sanctioning.

The aims of sanctioning are to protect the university community, deter future misconduct, promote individual accountability, and enhance ethical development. Reasonable efforts are made to educate and support students in reaching their academic and personal goals while fostering a climate of accountability and responsibility for one's actions.

Sanctions issued are commensurate with the violations found to have occurred. In determining the sanction(s) to be imposed, the decision-making body will take into account any mitigating circumstances and any aggravating factors including, but not limited to, any provocation by the subject of the conduct that constituted the violation, any failure to comply fully with previously assigned sanctions, the actual and potential harm caused by the violation, and the severity and pervasiveness of the prohibited conduct.

Ordinarily, the penalties for subsequent or repeated violations, whenever such violation(s) occur, will progress in severity. Further, certain types of violations are so fundamentally inconsistent with the University's educational mission that, absent unusual mitigating factors, will be considered for higher modes of discipline. Where appropriate, the sanction shall include the period of duration, any conditions to be observed during that period, and the conditions for termination of the sanction.

The following are authorized disciplinary sanctions and can be issued individually or in combination:

Formal Warning – An official written notification indicating that a student's behavior is inconsistent with established behavioral expectations for members of the university community. Unless otherwise specified, a University Warning will remain in effect for one academic year and would serve as a basis for progressive sanctioning should subsequent misconduct occur.

University Housing Probation – A status imposed for a specified period of time when behavior in any university housing facility indicates an unwillingness or inability to accommodate community living standards or when personal conduct is incompatible with the regular demands of living in a residential community. Additional residentially based violations while on a probationary status may result in a loss of privileges or University Housing Removal.

University Housing Suspension –#Removal from for a definite period of time, after which the student may be eligible to return. Conditions for readmission may be specified. Suspension from university housing occurs when conduct clearly demonstrates unwillingness or inability to function appropriately in the residential living and learning environment. Students suspended from the housing system may reapply for on-campus housing at the end of the housing suspension period; however, there is no guarantee that housing will be provided in any future semester or academic year.

University Housing Removal –#Permanent removal from university housing that terminates the student’s ability to be around, live in, or visit any residence hall or apartment complex indefinitely.

University Disciplinary Probation –#A specified period of time for observation and review during which continued relationship with the University is conditional and dependent upon demonstrated and sustained compliance with university policy, and the development of a plan for modified behavior. Probationary status may impact any merit-based scholarships, eligibility to participate in university organizations or activities, including study abroad or holding certain leadership positions. Failure to abide by the conditions of a probationary status or further misconduct will likely result in University Suspension or University Expulsion.

University Suspension – Separation from the University for a fixed period of time that terminates the student’s enrollment. Satisfactory completion of specified stipulations may be required for reinstatement at the end of the suspension period. Under special circumstances, a suspension may be held in abeyance, which would allow for the student’s continued enrollment so long as the student adheres to all stipulations, restrictions, or conditions imposed and is at the sole discretion of the Director. A student who has been suspended from the University shall be denied all privileges afforded a student including, but not limited to, participation in university-sponsored or sanctioned events and activities, and shall be required to vacate campus and may not be on any property owned, leased or controlled by the University at any time, for any purpose, in the absence of expressed written permission from the Dean of Students.

University Expulsion – Indefinite severance of membership with the University, including termination of enrollment and resultant loss of all attendant rights and privileges. Expulsion permanently separates the individual from continued participation in any university event and excludes their presence on any property owned, leased or controlled by the institution. University Expulsion prohibits the individual from enrolling, attending, or being recognized at any other USNH institution for a period of two (2) years following the effective date of expulsion.

Loss of Privileges –#Temporary restrictions or revocation of a student’s ability to participate in specific activities including intercollegiate activities, athletic events, serving in positions of trust and responsibility, use of university facilities, guest or visitation rights in university housing, holding office or serving as an ambassador on behalf of the University.

Discretionary Assignments or Activities – Specific academic work, success action plan, community service, remedial education, restitution, fines or other appropriate reflective or restorative assignments.

Procedures for Responding to Organizational Misconduct

The University seeks to promote maximum flexibility and autonomy for all student governments, student associations and recognized student organizations and seeks to promote and encourage self-governance and

internal accountability. RSOs are expected to recruit and orient potential and new members with dignity and respect, so that adherence to the policies, regulations and requirements set forth in this Code is expected at all stages of student participation in the organization.

Jurisdiction and Scope

The University, working in cooperation with respective University Recognizing Agents, may take appropriate legal, administrative or disciplinary action against offending groups concurrently. #Members of a recognized student organization may be held individually accountable for behaviors also attributed to the RSO.

Application of the Code’s jurisdiction is intended to be a summary of certain matters of interest to student organizations and may extend to organizations who have temporarily lost official identification and privileges normally accorded to an affiliated group. Generally, the Code applies to the behavior of an RSO that takes place on or off campus or when conduct adversely affects a university interest including:

- Any situation where it appears that the RSO’s conduct may present a danger or threat to the safety or wellbeing of individuals, or when actions significantly breach the peace or causes social disorder.
- Any situation that significantly impinges upon the rights, property or achievements of others.
- Any situation on premises owned, leased, or licensed by an organization granting a charter or housing corporation of that organization by a resident, an invitee or guest.

Jurisdiction may also cover behavior during or in connection with sponsored events. A sponsored event is any event that the RSO registers or otherwise notifies the appropriate University Recognizing Agent that it is sponsoring or hosting. An event may meet the minimum criteria to qualify as a sponsored event based on a number of factors, including the nature of the event, the number of members in attendance at the event, or the level of organization and advertising undertaken by members of the RSO.

Oversight and Authority

Because the authority to grant university recognition is an administrative process, the authority to investigate and adjudicate allegations of prohibited group conduct that may affect the status of a recognized student organization is also an administrative process.

These procedures govern the investigation and resolution processes for recognized student organizations on the Durham and Manchester campuses and excludes unregistered student groups and student organizations at the Franklin Pierce School of Law who will follow the policies and procedures established by the Student Bar Association.

Group misconduct processes are primarily managed by the organization’s respective University Recognizing Agent or governing bodies subject to its appropriate by-laws and procedures.

The Office of Off-Campus Engagement and Fraternity & Sorority Life is the official University Recognizing Agent for nationally chartered Fraternities and Sororities.

- Alleged misconduct or rule violations involving Fraternities will be managed by the Interfraternity Council.
- Alleged misconduct or rule violations involving Sororities will be managed by the Panhellenic Council.

Campus Recreation is the official University Recognizing Agent for Sport Clubs.

- Alleged misconduct or rule violations involving Sport Clubs will be managed by the Assistant Director of Sport Clubs, Intramural Sports, Outdoor Adventures, and Special Events#or their designee.

The Memorial Union and Student Activities is the official University Recognizing Agent for educational, social, recreational, and service special interest student groups.

- Alleged misconduct or rule violations involving all other student organizations will be managed by the Director of the Memorial Union Building and Student Activities#or their designee.

The Office of Student Engagement is the official University Recognizing Agent for student organizations at the College of Professional Studies.

- Alleged misconduct or rule violations involving student organizations at CPS will be managed by The Director of Student Engagement or their designee.

Preliminary Review and Analysis

When situations arise that may violate the student organization policy or another institutional regulation, the University encourages members and officers of the RSO to self-report. To the extent possible, the University may provide individuals with limited amnesty when good faith reports make clear that there is organizational culpability.

Referral to Community Standards to commence a university investigation is dependent upon an analysis of severity and reliability of information discovered prior to or during the interview process. Delineation of individual versus organizational misconduct is based on a number of factors, including:

- One or more officers or authorized representatives acting in the scope of their capacities, commit the violation.
- One or more members commit the violation after the action that constitutes the violation was approved by a vote of the organization or was part of a committee assignment of the organization.
- The violation was committed at an activity funded by the organization.
- The violation occurs during or as a result of an event sponsored by the organization.
- One or more members of an organization or its officers permit, encourage, aid or assist in committing a violation.
- Members with knowledge or information about a violation fail to report to the appropriate university authority or law enforcement agency.

Initiation of Formal Investigation and Resolution Procedures

With an emphasis on fairness, simplicity, transparency and partnership, the Office of Community Standards will work collaboratively with the University Recognizing Agent or the inter/national organizational governing body to inform active members, officers and organization advisors of their responsibilities during an investigation, help student organizations under investigation understand and follow the procedures outlined in this policy, and communicate as needed with appropriate stakeholders throughout the process.

Whether conducted independently or jointly, investigations of organizational misconduct seek a reasonably expedient conclusion under the Code's specified timeline of sixty (60) days. Delays for exigent circumstances may require that the investigation undertake reasonable procedural alterations with respect to the complexity of the matter at issue, cooperation of the organization and its members, number of involved parties, parallel criminal proceedings, requests for postponement, curtailed university operations or breaks in the academic calendar.

While not exhaustive, some circumstances and conduct which are caused the matter to advance the investigation to a University Hearing for a change in recognition status or revocation, either as an isolated incident or pattern of behavior may involve:

- Aiding in the violation of policy or encouraging unlawful action
- Destruction of property
- Disorderly conduct
- Endangerment or Harassment
- Hazing (i.e., involving substantial threat to physical or emotional harm)
- Retaliation
- Significant alcohol or drug violations (i.e., emergency medical transports, service to minors, forced consumption)

Interim Restrictions and Exclusionary Actions

During the pendency of an investigation, the Director may implement interim actions to mitigate or prevent further continuance of an identified health or safety threat. Interim actions may partially limit or fully suspend the organization's activities. The precise parameters of the restrictions may vary depending on the conditions, circumstances, and context of the alleged misconduct, prior similar conduct and institutional precedent in response to the same or similar allegations. Any interim restrictions will be specified to the group at the time of issuance.

Cease and Desist –#A cease-and-desist notice may be issued to temporarily suspend all organizational operation and business. Organizations issued a cease-and-desist may be prohibited from conducting formal or informal business, recruiting potential new members, sponsoring, co-sponsoring, or participating in any and all social, intramural, athletic, or other similar activities on or off campus, hosting any social or philanthropic events, utilizing campus facilities, or continued eligibility to receive any university award, honorary recognition or institutional funding.

Organization Sanctions and Effects

Organization Probation – A specified period of time for observation and review during which continued relationship with the University is conditional and dependent upon demonstrated and sustained compliance with university policy, and the development of a plan for modified behavior. Probation includes the probability of graduated levels of discipline if the responding organization is found to violate any institutional regulations during the probationary period.

Organization Suspension – Loss of university-wide recognition for a fixed period of time. During such time the organization is prohibited from conducting formal or informal business, recruiting potential new members, sponsoring, co-sponsoring, or participating in any and all social events or activities, on or off campus, hosting any social or philanthropic events, representing the University in any way, maintaining membership or representation on any governing councils, utilizing campus

facilities, and is ineligible to receive any university award, honorary recognition or institutional funding. If the RSO is a nationally chartered fraternity or sorority, the University may also request that the inter/national organizational governing body revoke the chapter's charter.

Organization Dismissal – Indefinite loss of university recognition and official identification as a student organization at the University of New Hampshire.

Loss of Privileges – Precludes the organization from participating in certain activities or may require an organization to forfeit specific privileges. Temporary or permanent loss of recognition may also result in a loss of external privileges such as living in a property that is zoned specifically for recognized organizations.

Social Restriction – The organization is barred from or limited in engaging in, participating in, hosting, or sponsoring social events or other activities for a specific period of time.

Remediation and Group Development

Remediation serves to allow organizations and their members an opportunity to reflect on creating and sustaining socially responsible environments and to demonstrate the ability to abide by community standards and university expectations.

When the organization is associated with an inter/national organizational governing body, the University may collaborate to remedy structural deficits which may include, changes to the organization's operating procedures, a membership or leadership review, an external review, or changes to the organization's advisor support.

Leadership Development – Student organization leaders may be required to participate in additional leadership development or educational opportunities intended to build leaders capable of guiding culture change and providing overall leadership to their organization or enhance specific knowledge on policy or related issues.

Reconstruction Plan – A formalized action plan designed in consultation with the University Recognizing Agent or inter/national organizational governing body to assist in the organization's rehabilitation through mandated training, educational activities, policy review and creation or restorative practices.

Petition for Restoration of Recognition Status

An organization that has completed the suspension period and has met conditions for return as outlined in the return agreement or hearing results may seek reinstatement by complying with the registration requirements of the University Recognizing Agent.

If the organization dissolves or loses recognition as a result of organizational misconduct, the University reserves the right to deny a future request for recognition. This conclusion may be based on any of multiple factors, including but not limited to, continued operation of the organization during an active suspension period, overlapping membership, similarity of purpose, and the timing of the dissolution or prior loss of recognition and the request to reinstate recognition.

Appeals Process and Procedures

When the Respondent is found to have violated the Code of Conduct or another university policy and is sanctioned with Disciplinary Probation,

University Housing Removal, University Suspension or University Expulsion, the Respondent has the right to challenge the disciplinary results.

Appeals are documentary reviews, narrowly tailored to the specific grounds identified by the filing party, and not intended to rehear or reargue the same case. Appellants shall be limited to one appeal. Non-attendance at a disciplinary proceeding or mere dissatisfaction with the decision is not grounds for appeal.

Grounds for Appeal

An appeal must meet one or more of the following grounds:

1. **Procedural Error.** A Procedural irregularity that significantly affected the outcome; deviations from the designated procedures will not be a basis for sustaining an appeal unless the error had a prejudicial effect on the hearing results.
2. **Sufficiency of Evidence.** The finding did not meet the required standard of evidence, and the decision rendered is clearly erroneous.
3. **New Evidence.** Discovery of substantial new evidence that was not known nor available at the time of the hearing and that would, with high probability, have affected the outcome.
4. **Disproportionate Sanction.** The sanctions or remedies imposed are substantially disproportionate to the violation(s) committed, considering the relevant aggravating and/or mitigating factors, or are otherwise manifestly unjust.

Timeline for Filing an Appeal

No later than three (3) business days from the date the disciplinary outcome was issued, the appellant may submit a notice of appeal and all supporting documentation. Although rare, should a party intending to appeal believe they have inadequate time to prepare written documents, a request for extension of time and rationale supporting such a request must be submitted in writing to the Director. Requests will be considered on their merits and will not be granted automatically; any extension granted is at the discretion of the Director.

Content of Appeal

Minimally, the appeal must contain: the specific grounds for appeal; the specific outcome requested; and the appellant's reasons in support of the grounds identified and outcome requested.

The appellant must sign and submit the notice of appeal in writing, in the manner and method prescribed by Community Standards. Oral appeals, appeals authored by a third-party including advisors, and physical appeals mailed or submitted in person to Community Standards will not be accepted.

Appeal Screening and Response

The Director accepts all appeal submissions and will evaluate the appeal contents to determine whether it meets the stated criteria for convening a review. Key to this evaluation is whether the claims presented in the request for appeal individually or collectively were more likely than not to have had a bearing on the outcome. The Dean of Students or their designee will review an appeal for standing when the decision-maker is the Director.

Upon receipt of the appeal, the Director may do one of the following:

1. **Deny the appeal.** Determine that the appeal lacks standing and dismiss it, in which case the original decision stands and is final.

2. **Grant the appeal.** Determine that the appeal has standing and appoint an Appellate Body to review the record limited to the grounds identified by the filing party.

Sanctions Held in Abeyance Pending Appeal

Any formal or educational sanctions imposed will be held in abeyance automatically during the period in which the appeal may be filed and, once an appeal is filed, until a decision on the appeal has been reached. Interim restrictions or administrative actions, however, remain in place pending the appeal.

Authority of the Appellate Body

The Appellate Body is responsible for determining if the procedures were followed to a fair result or to identify a clear error. In its review of the appellate documents, the Appellate Body may not substitute their judgment for that of the original decision-making body merely because they disagree with the findings or conclusion, nor will they make new findings of fact. Moreover, the Appellate Body may not substitute its opinion on credibility for the judgment of the review officer who saw and heard the witnesses and parties.

Great deference is given to the original decision. The role of the Appellate Body is not to decide whether it would have reached the same factual conclusions as the conduct officer, but rather to decide whether a reasonable factfinder could have come to the same conclusion based on the facts in the record. If there is a conflict in the evidence and a reasonable factfinder could have resolved the conflict either way, the Appellate Body will generally not reverse findings of fact by the original decision-making body.

Appeal Decision and Effects

After the review process, the Appellate Body will do one of the following:

- Affirm the findings of responsibility and sanctions imposed. The original decision stands.
- Affirm the findings of responsibility and moderately adjust, but not eliminate the sanction, if the ground for appeal was disproportionate sanction.
- Remand the case to the original decision-making body with recommendations if there were procedural errors.
- Remand the case to the original decision-making body for clarification or reconsideration in light of new, relevant information that was not reasonably available prior to or during the hearing.

If the appeal remands the case to a new hearing, the results of the new hearing can be appealed, once, on any of the available appeal grounds.

The Appellate Body's decision will be communicated in writing. The Appellate Body will review and respond to the appeal within fifteen (15) business days of receipt of all documentation but may extend this time for specific reasons that will be communicated in writing to the appealing party. The Appellate Body's decision is final, binding, and non-reviewable.

Amnesty Through Responsible Action Protocol

Amnesty through Responsible Action is part of University's comprehensive environmental approach to address high-risk behaviors. Because the University understands that perceived fear of disciplinary action may act

as a barrier to students seeking emergency assistance, it has adopted the following Responsible Action Protocol to alleviate such concerns. Essential to our values, the Amnesty policy prioritizes a culture of communal care, necessary to build lasting, meaningful change and to limit the recurrence of dangerous behavior.

This provision was developed as a mechanism for students and recognized fraternities and sororities who, in good faith, take immediate steps to seek medical treatment or professional assistance by notifying the appropriate authorities that they or their peer is in a serious or life-threatening situations as a result of alcohol or drug over consumption. When a student bystander calls on behalf of an impaired individual, remains with that individual until assistance arrives, fully cooperates with emergency responders, and attends any follow-up meeting(s) requested by university staff, they will not be subject to disciplinary action.

Scope and Applicability

Provided that the requisite procedures are followed, amnesty applies to:

- The student who calls on behalf of a peer who is unconscious or unresponsive, even if they engaged in consumption.
- The student who required emergency medical assistance for personal consumption.
- The student who contacts emergency services for themselves.
- A recognized fraternity or sorority that could be charged for violations of the Code for behavior that occurs during an approved social event when representatives from that organization seek medical assistance on behalf of an individual attending the event.

Responsible Action Protocol

- In medical emergencies, immediate action should be taken by calling 911, University Police, or alerting a university official or a resident assistant if the situation occurred in a residence hall or apartment complex.
- Remain with that individual until assistance arrives or until you are told that your assistance is no longer needed.
- Fully cooperate with emergency responders, including all requests for information and assistance.
- Attend any follow-up meeting(s) requested by Community Standards.

Intake and Review

The Director will facilitate an initial review to determine eligibility for amnesty. Typically, when a student is found responsible for violating the University's policies that govern alcohol and drug consumption and the conduct required medical transportation, sanctions could reasonably result with the student being placed on a probationary period, mandatory referrals to complete an alcohol or drug assessment at the student's expense and a notification to the student's parent or guardian informing them of the violation and the transport.

Similar incidents involving some recognized student organizations are responsible to governing councils and subject to its appropriate by-laws and procedures where the organization would be at risk of losing specific privileges including, limitation or revocation to host or sponsor social events.

Conditions of Amnesty

When it is determined a student or organization qualifies for this program, Community Standards will not create a conduct record, hold any sanctions,

and waive the cost of any AOD educational program/intervention in abeyance, pending the timely completion of the following requirements:

1. Attend and complete appropriate alcohol or drug assessment and any required follow-up meetings.
2. Comply with recommendations set forth by AOD provider.
3. Complete any other educational referrals issued by Community Standards.

Provision Limitations

This protocol does not apply to individuals who are found by university officials, law enforcement agencies or student staff acting in performance of their duties. #Costs associated with hospital transportation, treatment, assessment, or damage are the responsibility of the student in need of medical attention.

The Responsible Action Protocol applies only to alcohol and other drug-related medical emergencies. #It does not apply to other prohibited conduct such as disorderly conduct (including physical or verbal abuse), property damage, or distribution of illicit substances. Amnesty does not forgive or cover criminal, civil, or other legal consequences for violations of federal, state, or local laws or ordinances.

The Responsible Action Protocol is not intended to shield or protect students and student organizations that repeatedly engage in high-risk consumption. In cases where repeated policy violations occur, the University reserves the right to take disciplinary action on a case-by-case basis regardless of how the incident was reported.

Good Standing and Campus Disciplinary Clearance Policy

1. **Purpose:** The Campus Disciplinary Clearance Policy is an internal process for Program Managers who have a legitimate educational interest or need to know^[1] (p.), which may assist them in determining a student's eligibility to participate in specific university-approved academic and co-curricular activities or to be the recipient of an honor. This process is not designed to be used for events or programs not affiliated with UNH, nor does it offer provisional clearance.

The Office of Community Standards oversees the Campus Disciplinary Clearance process and plays a supportive and facilitative role, not one that is determinative. Program Managers have ultimate discretion to approve the student or organization showing interest in a particular activity or program.

In some cases, UNH students and organizations may be required to undergo a background check before interacting with minors or other vulnerable populations. The good standing verification process through the Office of Community Standards may be facilitated in tandem with a background check; however, the University's internal review does not supplant the process carried out by third-party vendors who confirm the validity of someone's criminal record, education, employment history, and other activities from their past.

2. **Scope and Applicability:** All students enrolled at the University of New Hampshire.
3. **Good Standing Defined:** The term good standing denotes that a currently enrolled student or student organization recognized by

the University at the time of application or review, has sustained compliance with all explicit obligations and responsibilities of community membership, including professional requirements of the law school, and has otherwise demonstrated good citizenship.

The status good standing is also regarded as having all matters pending before the Office of Community Standards fully and finally resolved, including but not limited to full satisfaction of any conduct sanctions imposed and/or is not under a period of review and observation or such conditional status has been lifted.

4. **Disciplinary Clearance Review:** For the purposes of this policy, it's reasonable to assume that a completed review verifies that the student is not currently on disciplinary suspension or has not previously been suspended through the University's conduct system; is not currently on University Disciplinary Probation or Deferred University Suspension status; and is not facing an interim suspension or another exclusionary action such as emergency removal.

This policy may also be used to verify if certain student organization's operations and activities have been suspended (e.g., cease-and-desist) either as a result of an adjudication process or pending the outcome of such a process, to confirm the effective date a probationary status will be lifted, or to confirm if an organization is officially recognized by the University. In the case of an organization with a national affiliation such as a fraternity or sorority, this policy may be used to recommend revocation of the chapter's charter by the national organization and/or to facilitate a holistic progress review for the purpose of the accreditation process.

5. **Provision Limitations:** The Campus Disciplinary Clearance Process is one of transparency and should not be subject to arbitrary use. If Program Managers expect to utilize this process, they are responsible for explicitly stating and widely publishing their intention to obtain a student/organization's disciplinary standing in advertising and application materials and receive the interested student's permission authorizing the Office of Community Standards to release or disclose disciplinary information retained as part of their educational record.

Good Standing does not verify if a student has met minimum or satisfactory academic progress, determine academic eligibility, (e.g., academic probation or unremediated failures in courses), character and fitness requirements for bar admission or if the student is free of pending or outstanding legal actions unless such actions have resulted in a conduct case at UNH.

6. **Application.** Appropriate and relevant examples to initiate this process may include:
 - a. Student mentorship roles and leadership opportunities that shape the student experience and inform the work of the University.
 - b. Leadership roles where students may encounter or gain access to sensitive and confidential information with regularity, including, but not limited to, records and data protected from disclosure by law, regulation, and University policy or possession of master keys and access codes.
 - c. Hold specific executive leadership or governance positions.
 - d. Nominee to receive an honor or award from the University.
 - e. Serve as an ambassador or represent the University at a special event.
 - f. Volunteer positions that involve interacting with minor or vulnerable populations.

- g. Fraternity and sorority affiliated members seeking exemption from UNH's live-on requirement in order to reside in an organization-managed house.

ii (p.) Access to student education record in order to perform a task that is specified in their position description or contract agreement, performing a task related to a student's education or to discipline of a student, providing a service or benefit related to the student or student's family, or maintaining the safety and security of campus.

Maintenance, Inspection & Review of Disciplinary Education Records

1. **Inspection and Review.** The University's procedures regarding the inspection and review of education records under the Family Educational Rights and Privacy Act ("FERPA") are as follows:
 - a. All students who are or have been in attendance at the University have the right to inspect and review their education records subject to the limitations and exceptions set forth in FERPA and its related regulations, 20 U.S.C. § 1232g and 34 CFR Part 99.
 - b. To facilitate the gathering and inspection of student records, all requests must be submitted in writing to the Community Standards via email at communitystandards@unh.edu; neither requests to other university offices nor verbal requests will be honored. Hard copies will not be provided unless a failure to provide copies prevents an eligible party from accessing the necessary information.
 - c. If a student's request is unclear or insufficiently specific, a representative from the Community Standards may discuss the request with the student to assure that the appropriate records will be gathered for the student's review. The representative Community Standards will gather the requested records; review the records to confirm that they are complete and redact any FERPA-waived recommendations, information about other students subject to FERPA privacy obligations, or any other information protected from disclosure by FERPA or other applicable law; finally, the representative will make arrangements with the student to inspect the records in person.
2. **Maintenance and Oversight.** Community Standards is the designated Unit Custodian for disciplinary records. The Unit Custodian is the person who possesses the records or oversees the office that possesses the records. It is the Unit Custodian's responsibility to ensure proper access control and to handle, store, and dispose of the records as appropriate.
 - a. Education records belong to the University and, although students have the right to review and request amendments as set forth below, students are not authorized to photocopy, photograph, or otherwise image or duplicate university records. Students may, however, take personal notes regarding their educational records. Students should be mindful of the risks of sharing personal information from their educational records with those who are not subject to FERPA's privacy requirements.
 - b. Access to a student's education records will be provided within a reasonable period of time, but in no case will an offer to meet and review the records be made more than forty-five days after the request. If, after reviewing their educational records, a student believes that certain records encompassed by the request were not made available for inspection, the student should submit a follow-up request clarifying the additional records the student believes exist.

3. **Schedule for Record Retention and Disposal.** Community Standards complies with existing state and federal legal requirements and its policy and schedule for record retention and disposal. After the minimum retention period for a disciplinary record is reached, said education record is disposed of unless it still serves a legal or operational purpose or has historic value.
 - a. Disciplinary records are subject to release according to the retention policies dictated by the controlling formal sanction.
 - i. For students who have been sanctioned for more than one case, the most serious formal sanction is the controlling one.
 - ii. For students who have been issued their most serious formal sanction on more than one occasion, the most recent one is controlling.
 - iii. Typically, disciplinary records that include lesser sanctions than University Disciplinary Probation or do not result in findings of responsibility will be retained for a period of three years or until the student graduates.
 - b. Disciplinary records where the results include the issuance of University Suspension as the sanction, are retained for a period of seven years.
 - c. Disciplinary records where the results include the issuance of University Expulsion as the sanction, are retained permanently.
 - d. Any sexual harassment investigation, including any responsibility determination, and any required recording or transcript, as well as any sanctions imposed on the respondent, and any remedies provided to the complainant; any appeal and its result; and all materials used to train adjudicators, with regard to sexual harassment, are retained for a period of seven years in adherence with recordkeeping requirements described under the Clery Act regulations, 24 CFR § 668.24(e)(92)(ii), the Title IX regulations described in 34 C.F.R. § 106.45(b)(10), state law and relevant university policies.
 - e. Records of organizational misconduct are retained for seven years, except when the outcome results in permanent revocation of university recognition, in which case the record is kept indefinitely.

Article V: Discrimination and Discriminatory Harassment

1. **Scope.** These procedures shall apply to alleged prohibited conduct by a student, where the reported violation states a colorable claim of discrimination or discriminatory harassment as defined by UNH's Discrimination and Discriminatory Harassment Policy. The process will follow the procedures described in Article IV: Conduct Resolution Process and Procedures with the following modifications.
2. **Report and Disclosure.** Any member of the university community and any person may report or disclose incidents of this nature at any time in person, by mail, by telephone, or by electronic mail. The report or disclosure may be made to Community Standards or to the Civil Rights & Equity Office. Community Standards shall convey a copy of any report or disclosure that it receives directly to the Civil Rights & Equity Office.
3. **Outreach.** When the Civil Rights & Equity Office receives a report or disclosure that a student experienced discrimination or discriminatory harassment, a staff member from that office will offer information to the student about the student's rights, options, and resources available. UNH may provide support whether or not a

Complainant chooses to seek a formal or informal resolution or the complaint is dismissed.

4. **Dismissal of Formal Complaint.** At any point in the process, the Director of the Civil Rights & Equity Office may determine that the alleged behavior, even if substantiated, would not constitute discrimination or discriminatory harassment. Should this determination occur, the parties will be notified and the matter will be closed.
5. **Appointment of investigator(s).** The Director of the Civil Rights & Equity Office may appoint an investigator(s) and notify the Director of Community Standards.
6. **Investigation.** The investigator(s) shall work under the direction of the Director of the Civil Rights & Equity Office to complete a thorough, prompt, and equitable investigation.
 - a. The Director of the Civil Rights & Equity Office and investigator shall provide status reports to the Director of Community Standards periodically and upon request.
 - b. In cases where there is/are parallel criminal and administrative investigations the Director of the Civil Rights & Equity Office and investigator may cooperate with law enforcement to preserve the integrity of both investigations while striving to complete a prompt, thorough and equitable investigation of the matter.
7. **Informal Resolution.** The parties may request that the University facilitate informal resolution processes, such as mediation or restorative justice. Where both parties give informed, written consent, informal resolution may present a way to resolve discrimination or discriminatory harassment. UNH may also address offensive conduct that does not rise to the level of discrimination or discriminatory harassment through informal measures. Addressing such conduct will not result in the imposition of discipline under this policy, but may be addressed through respectful conversation, remedial actions, education, and/or other informal resolution mechanisms.

Article VI: Sexual Misconduct and Sexual Exploitation

The University of New Hampshire has an enduring commitment to support equality of education and employment opportunity by affirming the value of diversity and by promoting an environment free from discrimination. Central to the University's commitment is the principle that each community member must treat other community members with respect and dignity. Though defined in their own way, interpersonal relationships and interactions, including those that are romantic and intimate in nature, must be grounded in open communication, clearly defined personal boundaries and trust.

UNH prohibits Sexual Misconduct and Sexual Exploitation in any form. Sexual Misconduct is a form of sex-based discrimination that includes Sexual Harassment, Non-Consensual Sexual Penetration, Non-Consensual Sexual Contact, Domestic Violence, Dating Violence, and Stalking defined later in this policy. To this end, the University has established this Sexual Misconduct and Sexual Exploitation Policy to provide means to take immediate and appropriate action to eliminate it, prevent its recurrence, and address its discriminatory effects.

This policy is established with oversight of the Director of the Civil Rights & Equity Office and Title IX Coordinator. The Title IX Coordinator is authorized by the University to coordinate institutional efforts to comply with its Title IX responsibilities and to institute corrective measures on behalf of the University.

As used throughout this policy and the accompanying procedures, "Title IX Coordinator" includes designees who are identified as deputy Title IX coordinators or other university employees appropriately trained to carry out Title IX responsibilities under the direction and authority of the Title IX Coordinator.

I. Purpose

The Sexual Misconduct and Sexual Exploitation Policy, its accompanying procedures, and other mechanisms delineated in the policy set forth the University's standards of conduct, investigation process and resolutions of claims of prohibited conduct. State and federal laws also address conduct that may meet the University's definitions of prohibited conduct, and criminal prosecution may take place independently of any disciplinary action instituted by the University. In tandem with this policy, to comply with applicable laws, and as a crucial part of its effort to prevent prohibited conduct, the university provides educational, preventative, and training programs for UNH community.

This policy complies with applicable legal requirements including Title IX of the Education Amendments of 1972, and its implementing regulations ("Title IX regulations"); relevant provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 ("VAWA"); and, in New Hampshire, with the Sexual Misconduct at Higher Education Institutions statute (RSA 188-H). UNH has also established an [Amorous Relationship Policy](#) which is an additional and separate policy specific to consensual romantic or sexual relationships between students and employees.

II. Scope and Applicability

This policy covers all currently enrolled students, as defined under Article I of the Code of Conduct, at UNH.

The effective date of this policy is August 1, 2023, and addresses allegations of sexual misconduct and sexual exploitation which occurred on or after the policy's published date. Allegations of sexual misconduct as defined by this policy include both sexual misconduct that falls within and outside the criteria described under Title IX Sexual Harassment set forth in regulations promulgated by the U.S. Department of Education under Title IX 34 CFR§106 of the Education Amendments Act of 1972 (eff. 2020).

The Formal Complaint, Investigation, and Resolution Procedures described in this policy apply to matters when the Respondent is a student. If the Respondent is an employee, the process will follow [the Discrimination and Discriminatory Harassment policy](#). If the Respondent is a graduate assistant acting in their role as an instructor, the process will follow [the Discrimination and Discriminatory Harassment policy](#), while complaints against them in their role as students follow the process as set forth in this policy.

Revocation by Operation of Law

Should any portion of the Title IX Final Rule, 85 Fed. Reg. 30026, be stayed or held invalid by a court of law, or should the Title IX Final Rule be withdrawn or modified to not require the elements of this policy, this policy, including its invalidated elements, will be deemed revoked as of the publication date of the opinion or order and for all reports after that date, as well as any elements of the process that occur after that date if a case is not complete by that date of opinion or order publication. To this end, should the rule be revoked in this manner, the University shall publish direction by which the investigation and adjudication process will follow.

III. Definitions

Confidential Resource Advisor. New Hampshire State law § 188-H:7 permits UNH to establish Confidential Resource Advisors. These are privileged individuals designated by the University that are not required to notify the University's Title IX Coordinator or a law enforcement agency when they learn about potential incidents of sexual misconduct or sexual exploitation. Confidential Resource Advisors receive training in the awareness and prevention of sexual misconduct and in trauma-informed response. The Confidential Resource Advisors at UNH are professional staff in SHARPP and the Aulbani J. Beauregard Center of Equity, Justice, and Freedom.

Confidentiality. A legal obligation not to disclose information without the express written permission of the individual who provided the information, with certain exceptions, such as if there is a continuing threat of serious harm to self or others or another legal obligation to reveal such information (e.g., where there is suspected sexual abuse or neglect of a minor). Conversations with confidential employees that occur outside of their professional role are not privileged, though most such conversation will be kept private. For example, counselors who teach didactic classes or clinical counseling coursework.

Absent extenuating circumstances, disclosures and conversations with mental health clinicians, lawyers providing advice to clients, crisis response centers and members of the clergy or those who provide pastoral counseling are privileged. They may not disclose or release your information without your explicit permission even as part of a civil, criminal, or administrative legal proceeding.

Consent. A voluntary, informed and freely given agreement, through words and/or actions, to participate in mutually agreed-upon acts and the communication between the parties would be interpreted by a reasonable person, as a willingness to engage in a particular act. Consent may be withdrawn at any time and the withdrawal must be communicated in mutually understandable words and/or actions; if so, the particular act must cease immediately.

Consent cannot be obtained through the presence of any force, threat of force, threats, or coercion. A person cannot consent to sexual activity if that person is unable to understand the nature, fact, or extent of the activity or give knowing consent if the person is incapacitated due to the consumption of alcohol or drugs, the person is asleep or unconscious, the person is under the legal age to provide consent, or the person has a disability that prevents such person from having the ability or capacity to give consent.

Formal Complaint. A written request by a Complainant (physical or digital signature) submitted to the Title IX Coordinator or signed by the Title IX Coordinator against a respondent and requesting the institution initiate its resolution procedures.

Incapacitation. The inability, temporarily or permanently, to make rational or reasonable decisions or lacking the capacity to give knowing consent because of mental or physical helplessness, the person is asleep, unconsciousness, or lacks awareness that sexual activity is taking place. Incapacitation due to the consumption of alcohol or drugs, is a state beyond drunkenness or intoxication.

Mandatory Reporter. Certain individuals at UNH who are required to report any information they receive indicating that a student has been subjected to sexual harassment or sexual violence to the Title IX Coordinator. Additional information and a complete list of mandatory reporters can be found on the [Civil Rights & Equity Office](#) website.

Privacy. Information related to a disclosure, report, or formal complaint will be shared only with those employees who "need to know" in order to assist in the review, investigation, or resolution of the report. While not bound by confidentiality, individuals who receive private information will be discreet and do their best to respect the privacy of all individuals involved in the process. If an investigation is required, the information may also be shared with the accused party or others, as required to conduct a complete and fair investigation. Although UNH manages private information with discretion, it is not possible to maintain confidentiality for any information other than information provided to the privileged confidential resources as noted in the definition of Confidentiality provided above.

UNH offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible and will take steps to prevent unreasonable disclosure. The information you provide to a nonconfidential resource will be relayed to the University's Title IX Coordinator for care, support and assistance after an incident. In their judgement, the Title IX Coordinator may disclose information to a small group of administrators with a legitimate need to know who can respond with sensitivity.

Advisor, Complainant, Respondent and Witness, as used throughout this policy, are defined in [Article I of the Code of Conduct](#).

IV. Prohibited Conduct

Sexual Harassment

- **Title IX Sexual Harassment**
 - **Title IX Quid Pro Quo Sexual Harassment.** An employee or graduate student conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct;
 - **Title IX Hostile Environment Sexual Harassment.** 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 university's education program or activity.
- **Non-Title IX Sexual Harassment**
 - **Non-Title IX Sexual Harassment:** Any unwelcome sexual advance, requests for sexual favor, or other verbal or physical conduct of a sexual nature that does not meet the definitions of Title IX Sexual Harassment, but when one of the conditions outlined in (1), (2), or (3), below, is present.
 - **Gender-Based Harassment:** Unwelcome sexual advances or other verbal or physical conduct of a sexual nature, graffiti, jokes, pranks, slurs, insults, threats, remarks made in the person's presence, interference with the person's work or academic life, vandalism, assignment of unpleasant duties, or even physical assault directed against any member of a protected class. Behavior is considered to be harassment when:
 - i. Submission to or rejection of such behavior by an individual is used as a basis for employment or academic decisions affecting that individual; or
 - ii. Submission to such behavior is made either explicitly or implicitly a term or condition of an individual's employment or academic work; or
 - iii. Such behavior has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive environment.

Dating Violence. Violence (actual physical injury to another) or threat to cause violence committed by a person: (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (2) where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the people involved in the relationship.

Domestic Violence. An act of violence (actual or an attempt to cause physical injury to another) or threat to cause violence to another, committed by spouses, ex-spouses, other intimate partners, parents, other relatives, persons cohabiting with each other, and persons who cohabited with each other but who no longer share the same residence.

Non-Consensual Sexual Contact. Intentionally touching the intimate body parts, such as breasts, buttocks, groin, genitals, or the clothing covering them, of another person, or forcing or coercing another person to touch your intimate body parts or themselves without consent.

Non-Consensual Sexual Penetration. Oral, anal, or vaginal penetration, however slight, by an inanimate object, penis, or digitally without consent.

Stalking. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition, (i.) course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. (ii.) "Reasonable person", as hypothetical or an idea, meaning under similar circumstances and with similar identities to the victim. (iii.) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Sexual Exploitation. Taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited. Examples of Sexual Exploitation include:

- Using any device for the purpose of observing, recording, or streaming of the intimate parts of a person or their sexual activity when there is a reasonable expectation of privacy without the other person's knowledge or consent
- Making, sharing, posting, streaming, or otherwise distributing images, photographs, video or audio of another person's sexual activity or intimate parts, if the individual distributing the content knows or should have known that the person depicted in the images or audio did not consent to the disclosure.
- Observing, spying on or listening to a person(s) involved in sexual activity or in any state of undress, in a place where that other person would have a reasonable expectation of privacy, without that person's consent. Voyeurism also occurs when an individual allows others to observe this behavior without the consent of all parties involved.
- Knowingly transmitting a disease or infection to someone without their knowledge or consent by means of sexual contact.
- The prostituting of another person or the trafficking of another person, defined as the inducement of a person to perform a commercial sex act, or labor or services, through force, fraud, or coercion.
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections.

V. Options for Making a Disclosure

Every member of the UNH community affected by incidents of sexual misconduct and sexual exploitation has the right to report such incidents to the University, UNH Police Department, local law enforcement or choose not to report.

UNH provides a variety of options available to an individual, so that each person may choose a path for response best suited to their particular situation. When making a choice about how to get help, it is also important to understand how each resource will handle your information after it has been reported. A comprehensive list of reporting resources, including confidential resources, is available on the [Civil Rights & Equity Office](#) website.

For UNH community members who wish to report to law enforcement, contact information for the UNH Police Department can be found on [their website](#). UNH community members may also contact the UNH Police Department to notify the university that they have obtained a court-issued protective order. UNH Police Department will speak with the student about the order and safety measures available to them at the university.

VI. Timeline for Reporting

Individuals are encouraged to report sexual misconduct and sexual exploitation as soon as possible after the incident occurs to maximize the University's ability to respond promptly and effectively. Prompt reporting allows the University to obtain the most reliable information, be able to contact relevant witnesses (if any) and provide reasonable assistance and supportive or interim measures for affected parties. The University does not limit the time for reporting these incidents or filing a complaint, however, and in all cases, a decision will be made on existing facts to determine if an investigation and conduct proceedings are necessary to comply with the law and to serve the university community. If the student accused of sexual misconduct or sexual exploitation is no longer a student at the time the complaint was received, either because the student graduated or left the University permanently, the University is unable to pursue resolution. The University will assess whether any remedial steps can be taken to address any prohibited conduct or its effects on the university community.

VII. Outreach, Intake, and Supportive Measures

When the Civil Rights & Equity Office receives a report or disclosure that a student experienced sexual misconduct or sexual exploitation, a staff member from that office will offer information to the student about the student's rights, options, and resources available. UNH may provide support whether or not a Complainant chooses to file a Formal Complaint.

If the student wishes to meet with a staff member from the Civil Rights & Equity Office, the staff member will provide the student with information about their rights, responsibilities, resources, and options.

UNH will provide reasonably available supportive measures to an impacted student and typically after a Formal Complaint, to a Respondent.

Supportive measures are non-disciplinary, non-punitive, individualized support services that are offered as appropriate, as reasonably available, and without fee or charge to the parties when a report is received.

Supportive measures are designed to restore or preserve equal access to UNH's education program or activities without unreasonably burdening the other party.

Supportive measures may include counseling, extensions of deadlines or other course related adjustments, modifications of work schedules, class schedules, or co-curricular activities, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures. Supportive measures are available to both the Complainant and Respondent at any point after an incident of sexual misconduct or sexual exploitation is disclosed.

VIII. Interim Exclusionary and Emergency Actions

In circumstances when a student's behavior poses an immediate threat to the physical health or safety of a student or any other individual arising from alleged sexual misconduct or sexual exploitation the Title IX Coordinator or designee can fully or partially remove or exclude a Respondent from its education program or activity following the procedures described in the Interim Action policy within this Code of Conduct. The Title IX Coordinator or designee will make the decision to fully or partially remove or exclude a respondent from its education program or activity based on an individualized safety and risk analysis.

If the University makes such a decision, the Respondent will be provided with notice and an opportunity to challenge the decision immediately following the removal.

IX. Formal Complaint and Investigation

If the Respondent is a student, the procedures described in Article IV of UNH's Student Code of Conduct ("Conduct Resolution Process and Procedures") will be utilized for the investigation, resolution, and any appeal, as enhanced by the sections below. If after an investigation the matter advances to a formal adjudication, the Office of Community Standards is responsible for executing the proceedings.

If the allegations constitute sexual misconduct, the "Formal Complaint and Investigation" and "University Hearing Procedures" sections below apply and enhance the Conduct Resolution Process and Procedures of the Code of Conduct.

If the allegations constitute sexual exploitation, only the "Formal Complaint and Investigation" sections apply and enhance the Conduct Resolution Process and Procedures of the Code of Conduct.

- **Receipt of Formal Complaint.** The process to resolve the formal complaint will begin upon receipt of a formal complaint and conclude upon the issuance of a written determination. This process will be completed as soon as practicable but no more than 180 days after the receipt of a formal complaint. Deviations from this time frame will be made on a case-by-case basis and supported by good cause. Parties will be notified in writing regarding the length of time and justification for any such delays.
 - **Mandatory Dismissal or Determination that Title IX Does not Apply**
 - Pursuant to §106.45(b)(3)(i), review of formal complaint of sexual misconduct: the Title IX Coordinator will review the formal complaint to determine whether the conduct alleged occurred within the university's program or activities and within the United States. The Title IX Coordinator may contact the Complainant to clarify the allegations. If the alleged prohibited conduct meets those requirements, the complaint will be processed as provided in this policy. If the conduct does not constitute sexual misconduct under that regulation,
- but otherwise alleges sexual misconduct under the Code of Conduct, the complaint will also be processed as provided in this policy.
- At any point after the receipt of a formal complaint, the Title IX Coordinator may determine that the alleged behavior, even if substantiated, would not constitute sexual misconduct or sexual exploitation and dismiss the formal complaint.
- The Title IX Coordinator will notify the Complainant and the Respondent of the results of the review or any subsequent mandatory dismissal. If the formal complaint is dismissed under these requirements, either party may appeal that decision within five (5) business days of receipt of the decision.
- **Discretionary Dismissal**
 - At any point after the receipt of a formal complaint, a Complainant may notify the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein, the respondent may no longer be enrolled or employed, or specific circumstances prevent the Title IX Coordinator from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
 - If the formal complaint is dismissed by the Title IX Coordinator as a discretionary dismissal, either party may appeal that decision within five (5) business days of receipt of the decision.
- **Notice of Allegations and Complaint.** The Title IX Coordinator will send a notice of allegations and the formal complaint to the Complainant and to the Respondent. Notice to the parties will state that the respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the hearing process, notice of their right to an advisor of choice, a summary of available resources, the contact information for the Title IX Coordinator, a link to this Code, and a caution against retaliation.
- **Investigation.** Investigator(s) will work under the direction of the Title IX Coordinator to complete a thorough, prompt, and equitable investigation.
 - In cases where there are parallel criminal and administrative investigations the Title IX Coordinator and investigator may cooperate with law enforcement to preserve the integrity of both investigations while striving to complete the investigation.
 - Parties whose participation is invited or expected must be provided with written notice of the date, time, location, participants, and purpose of all meetings, investigative interviews, or hearings with sufficient time for the party to prepare to participate.
- **Reasonable Accommodation.** This policy does not alter any institutional obligations under federal disability laws, including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point before or during the resolution procedures, provided the accommodations will not fundamentally alter the process. The Title IX Coordinator will facilitate the provision of requested accommodation in a timely manner.
- **Amnesty.** The University recognizes the barrier created by a student's perceived fear of disciplinary actions if at the time the alleged harm occurred, they engaged in the consumption of alcohol or drugs. As such, the University has adopted this provision as a mechanism to

shield a student bystander, witness or complainant acting in good faith, who reports or discloses an allegation of sexual misconduct or sexual exploitation, from disciplinary action under these procedures if under any other circumstance, the behavior would constitute a violation under the Code of Conduct. Consistent with similar alternative pathways that do not involve allegations of sexual misconduct or sexual exploitation, amnesty does not forgive or cover criminal, civil, or other legal consequences for violations of federal, state, or local laws or ordinances, nor does this provision apply when the violation is directly related to the facilitation of the offense.

- **Investigative Report.** The investigator will prepare a written report of the investigation that fairly summarizes relevant evidence.
 - The Title IX Coordinator will provide a comment draft of the report to both the reporting and responding persons and their advisors, and at the same time provide access to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, providing them both with ten days to submit a written response containing suggestions to make the report more accurate. The investigator will consider the written response(s) but is not required to accept any proposed change from either party.
 - The investigator will prepare a final investigative report and submit it to the Title IX Coordinator. The Title IX Coordinator will convey the final report to the parties and their advisors.
- **Threshold Determination**
 - Upon receipt of the final investigative report, the Title IX Coordinator will make a threshold determination as to whether the alleged behavior, even if substantiated, would constitute sexual misconduct or sexual exploitation or whether there is sufficient evidence to advance the Formal Complaint to a hearing.
 - If the threshold is not met for these criteria, the Title IX Coordinator may dismiss the case. If the Formal Complaint is dismissed, either party may appeal that decision within five (5) business days of receipt of the decision.

- The notice will state that the respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the hearing process.
- **General Proceeding Rules.** The university will not issue a finding arising from an allegation of covered sexual misconduct or sexual exploitation without holding a live hearing with Complainants and Respondents physically present, in the same geographic location, unless otherwise resolved through an informal resolution process. At the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. The hearing panel will be assembled with members free of conflicts of interest and bias and who have been trained in their responsibilities under the law and under this Code.
- **Adjustments in the Hearing Process.** Proceedings involving allegations of sexual misconduct, stalking, and relationship abuse shall be processed as provided for other reports of violation under this Code, subject to the following adjustments:
 - The Complainant and the Respondent may be assisted by an advisor of their choosing and a support person. Both the Complainant and Respondent must have an advisor present at the hearing for the purposes of cross examination. Neither party is required to request permission for the presence of an advisor or support person. If a party does not have an advisor of choice present at the live hearing, the University must provide without fee or charge to that party, an advisor of the University's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party. Advisors and support persons may not represent or speak on behalf of either party in any meeting or proceeding.
 - The decision-maker must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally
 - Hearings will be conducted by individuals who receives not less than annual training on issues relating to sexual misconduct, investigatory procedures and hearing procedures to protect the safety and rights of students and promote accountability, objectivity, impartiality, and a trauma-informed response.

X. Informal Resolution

In lieu of a formal finding of responsibility or non-responsibility, the parties involved may agree to an informal resolution of the Formal Complaint, such as mediation or restorative justice, with the Title IX Coordinator or representative from the Civil Rights and Equity Office to resolve the allegations following the filing of a Formal Complaint and prior to a determination. An informal resolution is a voluntary, structured interaction which may only be requested after a Formal Complaint has been filed so that the parties understand what the grievance process entails and can decide whether to voluntarily attempt informal resolution as an alternative to the facts at issue.

XI. University Hearing Procedures

- **Notice of Hearing.** The Director of Community Standards shall prepare the notice to be used to guide the parties to prepare for the hearing and to assist the hearing panel to understand the evidence presented at the hearing.
 - The notice shall provide fair notice of the alleged facts and shall specify the provisions of this Code that are alleged to have been violated.
 - The notice, together with a copy of the final investigative report, shall be conveyed to the parties at least 10 days before the hearing and to the hearing panel members at least 2 days before the hearing.

XII. Maintaining Student Records

The Civil Rights and Equity Office and Office of Community Standards are designated unit custodians responsible to maintain records in accordance with the Schedule for Record Retention and Disposal policies established.

The University will maintain a record of disciplinary records that include any sexual harassment investigation, including any responsibility determination, and any required recording or transcript, as well as any sanctions imposed on the respondent, and any remedies provided to the complainant; any appeal and its result; and all materials used to train adjudicators, with regard to sexual harassment, and any Informal Resolution Agreement and associated information, are retained for a period of seven years in adherence with recordkeeping requirements described under the Clery Act regulations, 24 CFR § 668.24(e)(92)(ii), the Title IX regulations described in 34 C.F.R. § 106.45(b)(10), state law and relevant university policies.

XIII. Healthcare and Support Resources

For questions and concerns regarding sexual misconduct, sexual exploitation, or the Title IX process, or for help coordinating support services related to academic, housing or other needs related to living, working or participating in University programs:

Title IX Coordinator

105 Main Street
Thompson Hall 305
Durham, NH 03824
(603) 862-2930
www.unh.edu/creo

Those who have experienced sexual misconduct or sexual exploitation have the option to seek treatment for injuries, preventative treatment for sexually transmitted diseases, and other health services. A medical exam is also an important way for a health provider to properly collect and preserve evidence, which could later be used in a civil or criminal case. In cases where necessary, rape kits are also available at local emergency rooms. Anyone seeking a [medical forensic exam in NH](#) will not be billed for it, with or without insurance.

Medical treatment in the area of the Durham campus includes the following:

Wentworth-Douglas Hospital
789 Central Avenue, Dover, NH 03820
(603) 742-5252

UNH Health and Wellness
4 Pettee Brook Lane
Durham, NH 03824
(603) 862-9355
health@unh.edu

Medical treatment in the area of the Manchester campus includes the following:

Elliot Hospital
4 Elliot Way, Manchester, NH 03013
(603) 669-5300

Catholic Medical Center
100 McGregor St, Manchester, NH 03102
(603) 668-3545

Medical treatment in the area of the UNH Law Concord campus includes the following:

Concord Hospital
250 Pleasant Street
Concord, NH 03301
(603) 225-2711

SEXUAL ASSAULT AND DOMESTIC VIOLENCE RESOURCES

Resource	Phone Number
New Hampshire Sexual Assault and Domestic Violence Hotline	1-866-644-3574
National Sexual Assault Hotline	1-800-656-4673

Services for survivors of sexual assault, domestic violence, stalking, and sexual harassment in New Hampshire are available through the NH

Coalition Against Domestic and Sexual Violence, which is comprised of thirteen member programs throughout the state. A community member does not need to be in crisis to call. Services are free, confidential, and available to everyone regardless of gender, age, health status (including HIV-positive), physical, mental or emotional ability, sexual orientation, gender identity/expression, socio-economic status, race, national origin, immigration status or religious or political affiliation.

Coalition member agencies serving the Durham campus area include:

Sexual Harassment and Rape Prevention Program (SHARPP)
Wolff House,
2 Pettee Brook Lane, Durham, NH 03824
(603) 862-3494
www.unh.edu/sharpp

HAVEN
20 International Drive #300, Portsmouth, NH 03801
(603) 436-4107

Coalition member agencies serving the Manchester campus area include:

YWCA Crisis Service
72 Concord Street, Manchester, NH 03101
Crisis Line: 603-668-2299
Manchester Office: 603-625-5785
www.ywcanh.org

Coalition member agencies serving the UNH Law Concord campus area include:

Crisis Center of Central New Hampshire
79 State Street, Concord, NH 03301
(603) 225-7376

Certain SHARPP services are also available to students at the Manchester and Law campuses. More information about these services can be found on the [SHARPP website](#).

Coalition agencies provide the following services:

- Support and information, available in person and through a 24-hour hotline
- Accompaniment, support, and advocacy at local hospitals, courts, and police departments
- Access to emergency shelter
- Peer Support Groups
- Assistance with protective/restraining orders and referrals to legal services
- Information and referrals to community programs
- Community and professional outreach and education.

FINANCIAL ASSISTANCE RESOURCES

Students who require assistance but have financial hardship or limited financial resources may apply for financial assistance through the [UNH Basic Needs Program](#). The program includes the Student Emergency Financial Assistance Fund, which assists enrolled students who are unable to meet essential expenses due to a temporary or unexpected hardship with short-term financial assistance. Funds can be applied for through the [website](#) to meet the following needs:

- Emergency travel expenses
- Prescription and other costs related to medical, dental, or mental health
- Essential utilities
- Essential safety and security needs
- Academic supplies and textbooks
- Winter clothing needs like coats and boots
- Auto repairs
- Parking fee
- Replacing essential belongings due to fire, theft, or natural disaster
- Individually-recommended or required services that are considered critical to a student's success, for example, diagnostic testing for Accessibility Resources.

Mental Health RESOURCES

Mental health services are available to UNH students either locally or through on-campus departments.

Mental health services in the area of the Durham campus includes the following:

UNH Psychological and Counseling Services (PACS)

Smith Hall, Third Floor
3 Garrison Avenue
Durham, NH 03824
(603) 862-2090
www.unh.edu/pacs

Emergency counseling services are available 24 hours a day.

Mental health services in the area of the Manchester campus includes the following:

The Mental Health Center of Greater Manchester (MHCGM)

(603) 668-4111
unhm.wellness@unh.edu
[Manchester Student Wellness Website](#)

Mental health services in the area of the UNH Law Concord campus includes the following:

Riverbend Community Mental Health

105 Loudon Road, Bldg 4
Concord, NH 03301
(603) 228-1600
Call or text psychiatric emergency services 24 hours a day: (833) 710-6477
Counselor on-campus once a week and can see students off-campus.

Mental health services for online students includes the following:

Kepro
844-205-3446

Additional Resources for Employees

Qualifying university employees have access to the Employee Assistance Program (EAP) offered through Kepro, which provides assessment and referral for a wide range of concerns facing employees. To speak with a consultant please call 1-800-424-1749 or visit [the employee assistance program website](#) for more information.

University Policies and Regulations

University policies and regulations are designed to state an institutional position and establish key expectations, requirements and standards by which the institution manages its affairs. These written statements specify or prohibit conduct that enhances the University's mission, ensures coordinated compliance with applicable laws and regulations, promotes effectiveness and operational efficiency, and reduces institutional risk. These policies are expectations that apply to any member of the university community including faculty, staff, and students.

A University Policy means any policy that has broad application or impact across UNH colleges, schools, institutes and operating units beneficial for its members, partners, and relationships.

Acceptable Use for Information Technology Resources

The Acceptable Use policy defines acceptable use of information technology resources at USNH and its component institutions and outlines the responsibilities and obligations of community members who are granted access to or use of these resources. The full policy can be found on the [USNH policy website](#).

Commercial Activities on Campus

The Commercial Activities on Campus policy manages outdoor commercial activity on campus in order to maintain a healthy, safe, and attractive educational and living environment, which is in keeping with the University of New Hampshire's mission, including its Academic Plan, Transportation Policies, and Campus Master Plan. The full policy can be found on the [USNH policy website](#).

Manual and Motorized Personal Transportation Devices

The Manual and Motorized Personal Transportation Devices policy governs the use of all personal manual and motorized devices that facilitate the movement of people on the University of New Hampshire Durham campus. The policy is meant to encourage safe shared use of transportation infrastructure including roads, walkways and pathways around campus and town, with environmentally friendly modes of transportation in a manner that protects the safety of all riders, motorists, and pedestrians. The full policy can be found on the [USNH policy website](#).

Tobacco-, Smoke-, & Nicotine-Free Policy

The Tobacco-, Smoke-, & Nicotine-Free policy prohibits the use of tobacco products, including but not limited to: cigarettes (clove cigarettes, bidis, kreteks), electronic nicotine delivery systems (ENDS, vaping), cigars and cigarillos, hookah-smoked products or any lighted or heated tobacco and nicotine products, and non-combustible tobacco and nicotine products (dip, chew, oral nicotine pouches, tobacco substitutes) in facilities and on grounds owned and occupied or leased and occupied by the University (including UNH Manchester & UNH Law). The full policy can be found on the [USNH policy website](#).

Student Policies and Regulations

Student policies and regulations are a crucial component of our goal to ensure a safe, respectful, and thriving academic environment. Students are expected to understand our policies governing student academic integrity, behavioral expectations, and university requirements. These policies support a commitment to transparency and fairness, helping every student achieve their full potential. Understanding and adhering to the university's values requires clear guidelines on specific regulations and available resources to navigate the academic journey. These policies specifically apply to students.

A Student Policy is any policy which directly affects student lives at the university and is nonacademic in nature. It provides direction for the intended audience.

Academic Integrity

All members of UNH share responsibility for promoting and protecting the highest standards of integrity in scholarship and professional practice. The value of honesty and the expectation of conduct that goes with it are intended to reinforce a learning environment where students and faculty can pursue independent work without unnecessary restraints. At the same time, the University recognizes its responsibility to encourage and inculcate values and standards of conduct that will guide its students throughout their careers.

This means that each member will adhere to the principles and rules of the University and pursue academic work in a straightforward and truthful manner, free from deception or fraud. Students are expected to complete independent, original work for each academic activity unless otherwise specified by the faculty member. Students should seek clarification when in doubt. Any attempts to deviate from these principles will be construed as acts of academic dishonesty subject to disciplinary action.

I. Scope and Applicability

This policy establishes the expectations of the University of New Hampshire for academic honesty and defines situations that constitute academic misconduct related to undergraduate and graduate coursework.

Sections I - III of this policy apply to all University of New Hampshire students. Sections IV - VII of this policy apply to all University of New Hampshire students except students at the Law School. For information on the procedures and resolution processes for resolving reports of academic integrity violations at the Law School, view the [Law School Catalog](#).

II. Prohibited Academic Conduct

The following behaviors constitute academic misconduct.

Cheating

Use or attempted use of any academic exercise materials, information, study aids, electronic data, AI tools, assignment/exam surrogate, or other forms of assistance without authorization.

Unauthorized Collaboration

Consulting with one or more individuals on an academic exercise or examination without the express permission of the course instructor.

Plagiarism

Use or submission of intellectual property, ideas, evidence produced by another person, including computer generated text or work outsourced to third-parties, in whole or in part as one's own in any academic assessment without providing proper citation or attribution. In some cases, reusing one's own previous work without acknowledging or citing the original work can constitute self-plagiarism.

Falsification, or Misrepresentation of Information

Providing fabricated information, inventing data or citations, or misrepresenting information or oneself in an academic activity or related to academic attendance or other academic requirements.

Facilitating Academic Dishonesty

Assisting or attempting to assist another to engage in behavior that facilitates academic dishonesty, including but not limited to allowing another to copy from one's work; taking an exam by proxy for someone

else; or removing an examination or quiz from a classroom, faculty office, or other facility without authorization.

Academic Interference

Tampering with, circumventing, or destroying any educational material or resource in a manner that deprives any other student of fair access or reasonable use of that material or resource. Educational resources include but are not limited to computer facilities, electronic data, reserved readings, reference works, or other library materials. Academic interference also includes acts in which the student committing the infraction personally benefits from the interference, regardless of the effect on other students.

III. Reporting Allegations of Academic Misconduct

The University encourages any individual who has witnessed a UNH student engage in academic misconduct to report it directly to the faculty member of the course or the academic college. Reports submitted to the Office of Community Standards by someone other than the faculty member of the course in which the alleged violation has occurred will be sent to the faculty member for determination of a violation.

IV. Procedures for Resolving Academic Misconduct

In the event that a student is alleged to have violated the standards outlined in the Academic Integrity policy, the following procedures will apply:

Notice of the Allegations

The instructor for the course in which the alleged violation occurred will schedule a meeting with the student. The purpose of the meeting is to inform the student of the alleged violation, share the evidence for the alleged violation, give them the opportunity to respond, and decide the appropriate course of action.

When notifying the student about the allegation and inviting them to attend the meeting, the instructor has discretion regarding how much information to provide regarding the allegation. The instructor is encouraged to, at least, notify the student that the purpose of the meeting is to discuss an alleged academic integrity violation. Instructors may use [this template](#) for this email notification. Use of this template is optional.

Opportunity to Respond

During the meeting, the student will have an opportunity to review and respond to the summary of evidence and provide any additional information or evidence to refute the allegations before a final decision is made as noted below. During the meeting, the instructor may; (a) decide the appropriate course of action and inform the student of any resolution or penalty at that time or (b) choose not to make a final decision and may communicate the course of action and academic penalty at a later date.

Failing to Participate

If the student does not respond to the instructor's attempt to schedule a meeting within seven (7) days of initial contact, the instructor may determine if a violation has occurred without the student's participation and, if so, assign an academic penalty proportionate to the violation. If a student fails to respond or attend a meeting, they forfeit any opportunity to appeal the instructor's decision.

Determination

The instructor will consider the summary of evidence and any response from the student to determine whether the student is responsible for the allegations. The instructor's prescribed standard of proof used to determine responsibility for policy violations is the preponderance of the evidence standard; when the information suggests that it is more likely than not that a violation occurred.

Notice of the Decision

The instructor will inform the student of their final decision. If the instructor is issuing a formal grade penalty as a result of the decision, the student will be sent a written statement of facts that the instructor found to have occurred in relation to the allegations of academic misconduct, an explanation of the evidence relied on to determine the facts, and a copy or link to the appeal procedures and the deadline to submit an appeal. This information, along with the assignment in question, will also be sent to the faculty's department chair or program director, the the assistant/associate dean of the student's college or graduate school, and Community Standards for the purposes of monitoring and recordkeeping. The student will receive an outcome letter with a description of the appeal process.

V. Resolution Options

The instructor of the course has discretion for determining the appropriate resolution of an academic misconduct violation. Possible resolutions to an allegation of academic misconduct are:

- **Informal Resolution:** If the factors surrounding the violation are mitigating, the instructor may resolve the matter informally and not report it. Mitigating factors that could result in an informal resolution may include a genuine misunderstanding, minor error, the circumstances under which the academic misconduct occurred, absence of prior academic misconduct, sincere insight into the nature of the harm caused and a willingness to reduce or repair the effect of the harm; and/or any steps the student has taken to remedy the behavior. In some cases, an instructor may create an assignment that is used exclusively to teach students about academic honesty. If violations occur on these assignments, the resolution of these cases may still be considered "informal" even if the student receives a minor grade penalty. Examples of informal resolutions include:
 - No formal action or penalty
 - Written warning to the student
 - An educational conversation about academic integrity with the instructor
 - Requiring the student to complete an academic integrity training
 - Having the student complete a reflection paper or activity
 - Referral to academic resources or tutoring services
 - Requiring the student to repeat/resubmit or submit an alternative academic assessment to be graded on its merits in lieu of or in addition to the original academic assessment.
- **Formal Resolution:** If the factors surrounding the violation are substantially aggravating, the instructor may proceed and resolve the matter formally and issue an academic penalty. Academic penalties issued by the instructor may not exceed failure of the course. Aggravating factors may include deliberate or intentional acts; the circumstances under which the academic misconduct occurred; an established pattern of academic integrity violations; prior Informal Resolution; harm to other students' learning; length of time since last violation; extent of adverse or negative impact to an individual or the university community; the nature and importance of the academic assessment.

If the instructor is resolving the matter formally, the instructor will complete the [Report of Academic Misconduct](#) form. Instructors are strongly encouraged to complete and submit the form in a timely manner. A delayed or prolonged passage of time may impact what could otherwise be a meaningful intervention. Examples of Formal Academic Penalties may include:

- Reduced or failing grade on an academic assessment or examination.
- Reduced or failing grade in the course.

VI. Additional Consequences for Egregious or Multiple Violations

In cases where students have a demonstrated track record of academic misconduct or the alleged violation is highly serious in nature, the assistant/associate dean of the student's college or graduate school may consult with the Office of Community Standards to consider if a referral to the University's conduct process is more appropriate. In such instances, the process, through its conclusion, will follow the Conduct Resolution Procedures under [Article IV of the Student Code of Conduct](#).

Certain academic penalties may have additional ramifications outside of the individual course (e.g., failing a course might have GPA implications that cause a student to be academically suspended or removed from a program, forging certain documents may violate the ethical standards of a program, etc.). This policy does not supersede or prevent decisions or actions that follow a penalty under this policy.

VII. Appeal Process and Procedures

Any student issued a formal academic penalty may request to appeal the decision. The appeal is limited to faculty course penalties related to violations of this policy. If there are additional consequences as described in the Additional Consequences for Egregious or Multiple Violations section above, those additional decisions may not be appealed under this policy.

Appeal Grounds

- A procedural error occurred in the handling of the violation and/or academic penalty that could meaningfully change the outcome
- There was insufficient evidence to find that the student committed the violation
- New evidence is present that was not available at the time of the initial decision that could meaningfully change the outcome
- There was a conflict of interest or evidence of bias on the part of the instructor that would prevent them from being able to make an objective decision. Being the course instructor in itself would not constitute a conflict of interest.

Procedures to Request an Appeal

The following appeal procedures apply:

1. To appeal a decision, the student must complete an Academic Honesty Violation Appeal form within three (3) business days of receipt of the written decision letter.
2. The student's appeal must describe the allegation, the grounds for appeal, and describe the justification for the appeal.
3. Failure to submit a completed appeal form within three (3) business days from receipt of the decision letter will result in the original penalty being upheld without further appeal opportunity.

Preliminary and Final Appellate Review

1. Upon receipt of the appeal, the student's petition will be forwarded to the designated Review Officer to determine if the appeal adequately fits the appeal grounds described under this policy.
2. If the Review Officer determines that the appeal will not be moving forward, they will communicate their decision and the rationale for their decision to the student. Initial determinations made by the Review Officer are final and the process ends.
3. If the Review Officer determines that the appeal will move forward, they will act as chair and convene an individual or group to review the appeal from the following committees, typically, within twenty (20) calendar days of receipt of the appeal. The chair may designate another individual to chair at their discretion.
 - Undergraduate Students: Undergraduate Academic Integrity Committee (UAIC) (Chair: Dean of Students)
 - Graduate Students: Graduate Council Student Affairs Committee (GCSAC) (Chair: Associate Dean of the Graduate School)
4. The instructor that brought forth the allegation(s) and the student's academic dean will be informed of the hearing, the grounds for appeal, and will supply relevant data and evidence when available.
5. The Panel and Chair may determine that expert witness testimony is potentially relevant to the review and may appropriately consult with or permit the expert witness to attend the appellate review.
6. The committee will then make a final determination regarding whether to dismiss or uphold the penalty. In extraordinary circumstances, the Chair may call the hearing panel back together or overturn the decision of the committee. Otherwise, decisions made by the committee are final and non-reviewable.

VII. Maintaining Student Records

Academic Misconduct records, including investigation records, are maintained electronically by the Office of Community Standards in accordance with the Schedule for Record Retention and Disposal as described in [Article IV of the Code of Conduct](#).

Administrative Separation and Procedures for Readmission

The University of New Hampshire reserves the right to take reasonable and appropriate action to protect the safety and well-being for the campus community. This may involve disciplinary action or involuntary administrative separation.

I. Administrative Separation for Off-Campus Criminal Charges

The University finds that when a student faces a serious criminal charge, the process of defending against the charge can impose significant anxiety and substantially interfere with the student's academic progress. When a student is charged with a felony crime or a crime with a maximum sentence of over one year and the charge relates to homicide, assault, sexual assault, burglary, criminal threatening, fraud, distribution of illegal drugs, possession of substantial quantities of illegal drugs, or crime of violence, the student may be administratively separated from the University pending resolution of the criminal charge or charges. During the period of separation, the student's access to campus will be restricted. The Associate Dean of the student's college will be notified and, in turn, will notify the student's faculty of the separation.

If initiating an administrative separation process as described above, the Dean of Students or designee (Dean of Students) will send a letter to the student with notification of the separation and invite the student to meet. The purpose of the meeting will be to provide the student with an opportunity to challenge the separation and to request reconsideration. If the student does not schedule a meeting within ten calendar days of receiving the letter, the separation will become an administrative withdrawal. If the student does request a meeting within ten calendar days of receiving the letter, that meeting will be scheduled as promptly as possible and the Dean of Students will communicate the outcome of that meeting within three calendar days.

If the administrative separation is upheld by the Dean of Students, the student will have the opportunity to appeal to the Vice President of Student Life who may grant the student's request to continue their studies when an error has been made in determining that the student should be separated, or in extraordinary cases where there is no evidence that the student presents any risk of harm or criminal behavior to the University community. The appeal request must be received by the Vice President of Student Life by no later than five calendar days after the student receives the letter from the Dean of Students. If the student does not appeal to the Vice President of Student Life the administrative separation will be changed to an administrative withdrawal. The Associate Dean of the student's college will be notified and, in turn, will notify the student's faculty of the administrative withdrawal.

If the student does choose to appeal to the Vice President of Student Life, the decision on that appeal will be communicated in writing to the student within three calendar days. At that time, the Associate Dean of the student's school or college will be notified and in turn will notify the student's faculty of the final outcome of the process which could be either administrative withdrawal or lifting of the administrative separation.

Students who withdraw for reasons of pending criminal charges, whether voluntarily or are separated by administrative action, must apply for readmission through the Office of Undergraduate Admissions or the Graduate School. Readmission will be contingent upon receipt by the appropriate Director(s) or their agents of documentation regarding the outcome of any criminal proceedings. This policy does not preclude the University from taking appropriate conduct action.

II. Administrative Separation and Reinstatement for Reasons of Health-Related Behaviors

The Dean of Students or designee (Dean of Students), in consultation with members of the Behavioral Intervention Team and the Dean of the Graduate School or designee in the case of a graduate student, may initiate a process to temporarily separate a student from the University for reasons relating to concerns with a student's mental/physical health. Through the Administrative Separation Process, the Dean of Students may determine that a student will be temporarily separated from the University, or that they may remain at the University only if certain conditions are met. The Administrative Separation process may be used when a student's behaviors:

1. pose a direct threat of harm to the health or safety of other members of the University community, and/or
2. substantially disrupt the ability of other University community member(s) to fulfill the University's mission, the educational

process, or the proper activities or functions of other members of the University community.

The following sections describe the overall process:

Initial Report

The Dean of Students may become aware of concerns about a student's behavior in different ways. Upon receiving information that indicates an Administrative Separation may be appropriate, the Dean of Students will conduct an individualized assessment in consultation with members of the Behavioral Intervention Team in consideration of the advice or recommendations of any available healthcare providers to determine next steps. Next steps could include; (1) taking no further action, (2) notifying the student and encouraging the student to consider a health leave, (3) imposing an interim action, and/or (4) initiating the Administrative Separation Process.

Notification

If the Dean of Students continues to have concerns about the health and safety of members of the University community or disruption of the University community after evaluating the initial report, the Dean of Students will seek to notify the student as soon as possible to share information about the [health leave of absence process](#) and give the student the opportunity to respond and provide additional information.

At any point in the process, the student may take a [voluntary health leave of absence](#). If a student takes a health leave of absence, the Dean of Students may require additional steps to be taken when the student seeks to return including gathering additional feedback from the student's treatment provider about the student's ability to return without posing a direct threat to the health and safety of other members of the University community or causing substantial disruption to the University community.

Interim Action

In circumstances where the student's behaviors may indicate time-sensitive concerns about the health and safety of members of the University community or disruption to the University community that seem unable to be addressed through the implementation of reasonable accommodations, the Dean of Students may take an interim action to protect the health and safety of the community or prevent disruption. Interim actions include, but are not limited to, restricting a student's access to campus or parts of campus or instructing a student not to contact certain member(s) of the community.

A student subject to an interim action will be notified in writing of the restriction. If an interim action restricts a student's access to their educational opportunities, the notice will describe the student's ability to appeal the interim action. An appeal may be submitted within three business days from receipt of the initial notice. Appeals will be reviewed by the Vice President of Student Life or designee (Vice President of Student Life) and will be evaluated based on if the interim action is reasonably necessary to protect against a direct threat to the health and safety of member(s) of the University community or prevent substantial disruption to the University community. Interim actions may remain in effect while an appeal is considered.

Implementing an Administrative Separation

If the student declines to take a voluntary health leave and the Dean of Students continues to have information supporting a potential concern about the health and safety of members of the University community or

disruption to the University Community, the Dean of Students may initiate the Administrative Separation process by taking the following steps:

1. The Dean of Students will notify the student including providing a summary of the information, reiterating the student's opportunity to take a voluntary health leave, and encouraging the student to provide any other additional information that the student believes is relevant to the determination. The Dean of Students will provide a deadline for the student to provide this information, typically five business days from receipt of the notice
2. After the student has had the opportunity to provide additional information, the Dean of Students in consultation with members of the Behavioral Intervention Team will determine whether, and what, reasonable modifications or conditions can be implemented that would be effective to allow the student to continue to attend classes and otherwise participate in its educational programs
3. The Dean of Students will notify the student of the outcome of the individualized assessment including the basis of the determination. Possible outcomes include the student:
 - a. may continue at UNH with no conditions, restrictions, or modifications.
 - b. may remain at UNH subject to conditions, restrictions, or modifications.
 - c. will be separated from the University.

The Dean of Students may also impose administrative separation if the student rejects the reasonable modifications and/or conditions.

If the student is being separated, the notification will include information about the earliest the student may seek reinstatement, any conditions on reinstatement, and the process for seeking reinstatement. Students may request an earlier return date by contacting the Dean of Students who will consider the request, conduct an individualized assessment based on the available information, and determine if the request will be granted or denied.

The outcome will be effective immediately and may remain in effect pending the outcome of any appeal. The student may not attend class, will be required to move out of any University housing, and may be banned from campus.

Appeal

If the student is being separated or their attendance is subject to conditions or modifications, the notification will include information regarding the student's right to appeal with the Vice President of Student Life within five business days of the final decision. The appeal must be made in writing, must be submitted to the Vice President of Student Life, and must state the basis for the appeal. Reasons that an appeal would be considered include 1) that there is new information available or (2) that the separation is not reasonably necessary in order to protect against a direct threat to the health and safety of members of the community or prevent substantial disruption to the community. The Vice President of Student Life will review the request and the complete record as compiled by the Dean of Students and may request a meeting with the student. Upon completion of the review, the Vice President of Student Life will notify the student in writing of their decision to grant or deny the appeal.

If no appeal is submitted for a student who is administratively separated or the appeal process completes and separation remains in place, the Associate Dean of the student's school or college will be notified and in turn will notify the student's faculty of the final outcome.

Returning After a Separation

Students who are administratively separated must apply for readmission through the Office of Undergraduate Admissions or the Graduate School. Readmission may be granted to qualified students contingent upon certain conditions that could include receipt of documentation from a licensed treatment provider, the student agreeing to engage in ongoing treatment, and/or the student meeting with the Dean of Students.

Alcohol

The University is committed to establishing and maintaining an environment that fosters mutually beneficial interpersonal relations and a shared responsibility for the welfare and safety of others. Because alcohol can have a significant effect on that environment, the University has adopted this policy for governing alcohol use by students, staff, faculty, visitors, and guests. The focus of University alcohol policy is to comply with local ordinances, state laws and federal laws that protect the health and welfare of individuals and the community. The possession, consumption and transportation of alcohol by persons under the age of twenty-one is illegal in New Hampshire. While University policy permits responsible consumption of alcohol at some places and times, the consumption of alcohol should never be the primary purpose or focus of an event and should always comply with applicable law. Alcohol-free social events are encouraged.

All students are prohibited from engaging in any of the alcohol-related behaviors described in the Prohibited Conduct section of the Code of Conduct.

I. Residential Housing Alcohol Policy and Regulations

In addition to the rules described above, the following policies apply to students living in on-campus housing and their guests:

1. A legal age drinker may have just one open alcohol container at a time for personal consumption.
2. Possession or consumption of alcohol is permitted only in rooms, suites, or apartments where at least one of the assigned residents is at least 21 years old, and only by those of legal age.
3. All common sources of alcohol, including but not limited to kegs, punch bowls, or beer balls are strictly prohibited in UNH-owned residence halls and apartments on the Durham campus regardless of age.

II. Service of Alcoholic Beverages at University Events

A request for approval to serve alcoholic beverages form must be submitted to the appropriate approver for each campus. The word "approver" throughout this policy refers to the following individuals/offices:

- Durham: Conferences and Catering
- Law: Dean of Franklin Pierce School of Law
- Manchester: Assistant Dean for Students at CPS Manchester

Approval must be granted for each function being planned where alcohol, beer or wine will be served. This request must be submitted 30 days prior to the event. All bar service at Durham must be provided by Conferences and Catering, as holder of the Liquor License. For events at the Concord and Manchester campuses, all bar service must be provided as under applicable state law restrictions. If requests are received with less than 30

days notice, the approver has the right to deny approval and service may not be granted.

It is UNH's general policy that alcohol is not served at undergraduate student events. However, UNH may authorize an exception to this general policy. Exceptions are more likely to be considered if the event attendees are expected to be of the legal drinking age, the event specifically focuses on seniors (e.g. award ceremonies for graduating students), and the sponsor of the event is a UNH department, rather than an undergraduate student organization.

GUIDELINES

The acquisition, distribution, possession, or consumption of alcohol by members of the UNH community must be in compliance with all local, state, and federal laws. Non-alcoholic beverages must be provided at events where alcoholic beverages are served.

Institutional policies on alcohol use on UNH property vary by location, and, in some cases, by time.

- **University residence halls and apartment complexes.** UNH events with alcohol will not be approved in the residence halls or apartment complexes.
- **Durham Dining halls.** During periods when dining halls are not open to students and are assigned to workshops or conferences, alcohol may be served and consumed.
- **Field House.** UNH events with alcohol will not be approved in the field house.
- **Whittemore Center Arena, Wildcat Stadium, Hamel Recreation Center, Memorial Union, and President's Residence.** UNH events with alcohol may be approved in certain spaces within these locations. Additional review/approval from the facilities manager of the building may be required.
- **Academic, administrative, and classroom buildings (any UNH building not included in the previous categories).** UNH events with alcohol may be approved in certain spaces within these locations.
- **Outdoor Spaces.** UNH events with alcohol may be approved in certain outdoor spaces.

APPROVAL PROCESS

Requests to serve alcohol at an event must also be approved by the dean or vice president of the sponsoring department, or, in the case of a student organization, the Director of the MUB and Student Activities, Assistant Dean for Students at Franklin Pierce School of Law, or Assistant Dean for Students at the College of Professional Studies.

If a request to serve alcohol at a UNH event is approved, the approver will send the event sponsor information on the required next steps. If those next steps aren't followed, the arrangement to serve alcohol may be canceled.

UNH has an interest in off-premise events held in its name. If alcohol is used illegally or inappropriately at such events, the University may take steps to protect its interests.

Any request for variation from this policy must be submitted to the appropriate approver.

Behavioral Intervention Team

The Behavioral Intervention Team (BIT) supports students in managing significant mental health concerns. This could include when a student is hospitalized, transported to the hospital, managing active suicidal

thoughts, and may be out of touch with reality. BIT members work directly with students to make referrals, ensure that they are connected to appropriate support, and promote a safe, successful, and non-disruptive environment on campus. For more information about BIT including its members, visit the [Behavioral Intervention Team website](#).

I. Procedures

When BIT becomes aware of a student that might meet the criteria for BIT follow-up, BIT will typically take the following steps:

1. Gather any additional information available and assess if any notification to individuals outside of the BIT team is appropriate and permissible by law. This could include the student's family or emergency contact, roommates, faculty, or the hospital;
2. Consult as a group and determine whether BIT should follow up and if so, assign a BIT member to reach out to the student;
3. Reach out to the student to set up a meeting to discuss. The student may be required to attend the meeting;
4. Discuss the situation with the student including gathering information about their current support network including their treatment;
5. Making a determination regarding next steps. Next steps could include:
 - a. Scheduling additional meetings with the student;
 - b. Verifying that the student is engaged in ongoing treatment;
 - c. Referring the student to treatment;
 - d. Providing the BIT member's contact information should the student need additional support.

If the student declines to meet with the BIT member or follow through on any next steps, BIT will conduct an individualized assessment and determine whether to take no further action regarding the situation or take additional steps such as referring the matter to the Dean of Students.

II. Schedule for Record Retention and Disposal

Records related to students' interactions with the Behavioral Intervention Team will be protected and maintained in compliance with the [Family Educational Rights & Privacy Act \(FERPA\)](#) and the university's policy and schedule for record retention and disposal. Although BIT records will be handled with care and privacy, they are not considered confidential or protected by the Health Insurance Portability and Accountability Act (HIPAA). Information may be shared amongst the BIT team or to other university officials who have a legitimate need to know or educational interest. Information and records may also be shared with individuals outside of the university such as family members and treatment providers when the university believes that there may be a health or safety emergency.

If the student referred to BIT is already receiving support through a confidential university resource such as Psychological and Counseling Services (PACS) or Health & Wellness, records and information related to that support may not be shared with the BIT team without authorization from the student.

This record retention schedule applies to situations where members of the BIT team engage with a student in distress in a non-clinical capacity. After the minimum retention period for a student record is reached,

said record is disposed of unless it still serves a legal or operational purpose or has historic value.

1. BIT records are retained for a period of seven years from the date that the matter was formally closed by BIT.
2. BIT records for a student who is administratively separated for reasons of health-related behaviors will be maintained indefinitely.

Civil Rights Policies

I. Nondiscrimination Policy

The University of New Hampshire (UNH) seeks excellence through diversity among its administrators, faculty, staff and students. We are committed to enhancing and sustaining an educational community that is inclusive and equitable, and cherish these values as being inextricably linked to our core mission. We are a public institution with a long-standing commitment to equal employment and educational opportunity for all qualified persons. The University does not discriminate on the basis of race, color, ethnicity, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, or marital status, in admission or access to, or treatment or employment in, its programs or activities.

Inquiries regarding discrimination should be directed to:

UNH Director of Civil Rights & Equity and Title IX Coordinator
105 Main St., Thompson Hall 305
Durham, NH 03824
Telephone: (603) 862-2930 Voice / (603) 862-1527 TTY / 7-1-1 Relay NH
Fax: (603) 862-2936

or to:

Boston Office
Office for Civil Rights (OCR)
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: (617) 289-0111
TDD: (800) 877-8339
Fax: (617) 289-0150
Email: OCR.Boston@ed.gov

NH Commission for Human Rights (NHCHR)
2 Industrial Park Drive
Concord, NH 03301
Telephone: (603) 271-2767
Fax: 603) 271-6339
Email: humanrights@nh.gov

U.S. Department of Justice (DOJ)
Civil Rights Division
950 Pennsylvania Avenue, NW
Washington DC 20530-0001
Telephone: (202) 514-4609
TTY: (202) 514-0716
Email: askdoj@usdoj.gov

The Director of Civil Rights & Equity is the Title IX Coordinator for UNH. The time limitations for filing a complaint are:

- with **OCR**, complaints of discrimination must ordinarily be filed within 180 days of the last act of discrimination. If your complaint involves

matters that occurred longer ago than this and you are requesting a waiver, you will be asked why you did not file your complaint within the 180-day period;

- with **NHCHR**, a charge **must** be filed within 180 days of the last date of discrimination. (Under certain circumstances a charge may be filed up to 300 days from the date of alleged discrimination. If you are beyond 180 days, contact the Commission immediately to find out if you have the basis to file a timely charge.)
- With **DOJ**, please contact them directly for information.

II. Policy on Discrimination and Discriminatory Harassment, including Sexual Harassment

The University of New Hampshire is committed to establishing and maintaining an environment that puts concern for the dignity of its members among the central ethical dimensions of its intellectual enterprise. Discrimination and discriminatory harassment (including sexual harassment), unjustifiably interferes with members of the academic community and creates a circumstance in which access to education and work is diminished.

The University is committed as well to the free and open exchange of ideas, active discourse, and critical debate so necessary to a university. Accordingly, all members of the University of New Hampshire community have the right to hold and vigorously defend and promote their opinions. The exercise of this right may result in members of the community being exposed to ideas that they considered unorthodox, controversial, or even repugnant.

It is the policy of the University of New Hampshire to uphold the constitutional rights of all members of the university community and to abide by all United States and New Hampshire State laws applicable to discrimination and harassment. In accordance with those laws, all members of the UNH community will be responsible for maintaining a university environment that is free of intimidation and harassment. Therefore, no member of UNH may engage in harassing behavior within the jurisdiction of the university that unjustly interferes with any individual's required tasks, career opportunities, learning, or participation in university life.

The requirements of federal and state law determine the definition of discriminatory harassment. The relevant body of law stipulates that any behavior may be considered to be harassing when:

1. submission to or rejection of such behavior by an individual is used as a basis for employment or academic decisions affecting that individual; or
2. submission to such behavior is made either explicitly or implicitly a term or condition of an individual's employment or academic work; or
3. such behavior has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive environment.

Verbal or physical conduct directed at the complainant's race, color, ethnicity, religion, age, sex, national origin, disability, veteran status, marital status, sexual orientation, or gender identity or expression, is a consideration in the determination of discriminatory harassment. The university will consider the totality of the complaint and its circumstances, the private or public environment of the behavior, the intensity or severity

of the actions, the pattern of behavior and the power relationship, if any, between the parties.

Discriminatory harassment does not include comments that are made in the classroom that are germane to the curriculum and a part of the exchange of competing ideas. A single incident that creates a distracting and uncomfortable atmosphere on a given day may not constitute discriminatory harassment. However, isolated or sporadic acts that are severe may. It is possible for a series of individual incidents, each minor in itself, to have the cumulative effect of becoming pervasively harassing behavior.

Factors to be weighed in the determination of discriminatory harassment include conduct on the basis of a protected category that purposefully places or threatens to place another in fear of imminent bodily injury, and threats to commit any crime against a person with a purpose to terrorize.

Unreasonable interference with an individual's participation in university life may be signified by responses such as: avoiding areas of the campus where the behavior in question typically takes place, academic performance or work assignments becoming more difficult because of the behavior in question or leaving the university because of the behavior in question.

In determining whether discriminatory harassment exists, the University will evaluate the evidence from the standpoint of a reasonable person's reaction and perspective under the circumstances presented. The standard of evidence to be used to determine responsibility is the preponderance of the evidence standard.

Every instance of alleged discriminatory harassment must be considered in the context of its specific and unique circumstances. However, the following are examples of behaviors that may be judged to be harassing and based on protected category: directing racial epithets at an individual; hanging a noose in an African-American's work place or dormitory; painting a Nazi swastika on the door of a Jewish individual; repeatedly sending unwelcome, sexually-explicit email messages; taunting others about their sexual orientation, disability, or religion; making unwelcome sexual propositions; telling derogatory gender-based or ethnic-based jokes; displaying sexually suggestive objects or pictures in the workplace except as those items may be part of legitimate pedagogical pursuits; giving unwelcome hugs or repeatedly brushing or touching others.

If students believe that they have been harassed, they should take steps to resolve the matter. Those steps may begin with direct, voluntary communication with the person engaging in the behavior in question, in an attempt to resolve the issue. Should the complainant not wish to contact the accused directly, the complainant has the right and is encouraged to pursue procedures that result in an administrative resolution or judgment. Any University community member may contact the Director of Civil Rights & Equity and Title IX Coordinator with a discriminatory harassment complaint, including sexual harassment. Alternatively, members of the community may choose to contact any one of the persons listed below, who will serve as a liaison to the Director. Students with complaints against other students, faculty, or staff may file a complaint with the Civil Rights & Equity Office.

Students may find it helpful to contact one of the following depending upon personal circumstances and student status:

- Staff in the Sexual Harassment and Rape Prevention Program (SHARPP) act as confidential support advocates for students reporting that they experienced sexual harassment or interpersonal violence.

- The Assistant Dean for Student Success and Deputy Title IX Coordinator at UNH-Manchester will advise UNH-M students wishing to make a harassment complaint against any member of the UNH community.
- The Assistant Dean of Student Affairs and Deputy Title IX Coordinator at the UNH Franklin Pierce School of Law will advise any law student wishing to make a harassment complaint against any member of the UNH community.
- The Dean and the Associate Dean of the Graduate School will advise graduate students wishing to make a harassment complaint against any member of the UNH community.
- The Chief Diversity Officer will advise any community member wishing to make a harassment or sexual harassment complaint against any other member of the UNH community.

Reprisals or retaliation against any person bringing a complaint through this process will not be tolerated, no matter whether the complaint is ultimately judged to be consistent with the criteria determining discriminatory harassment or inconsistent with the criteria determining discriminatory harassment. The university will pursue administrative action against those found to have retaliated against any individual participating in the complaint process. Also, the bringing of capricious or reckless complaints will not be tolerated.

The Discrimination and Discriminatory Harassment Policy identifies:

1. protected categories,
2. clarifies the process for addressing certain complaints against university employees, and
3. incorporates various updated legal requirements.

III. UNH Policy on Nonsexist Language

On July 13, 1984, the University of New Hampshire issued the following bylaw entitled Policy on Nonsexist Language which reads:

The University of New Hampshire, as an equal opportunity educational institution, is committed to both academic freedom and the fair treatment of all individuals. It, therefore, discourages the use of language and illustrations that reinforce inappropriate and demeaning attitudes, assumptions, and stereotypes about sex roles. Accordingly, all official University communications, whether delivered orally or in writing, shall be free of sexist language.

Compliance with this policy shall be the responsibility of appropriate supervisory personnel. Concerns or questions regarding the implementation of this policy can be directed to the Director of Civil Rights & Equity Office and Title IX Coordinator at (603) 862-2930 Voice / (603) 862-1527 TTY. Copies of this policy and suggested guidelines for the use of nonsexist language will be available from the Civil Rights & Equity Office.

Family Educational Rights & Privacy Act (FERPA)

I. Annual Notice to UNH Students

Each year, the University of New Hampshire, in compliance with the Family Educational Rights and Privacy Act of 1974 (the Buckley Amendment), informs students of their rights under the act. The Buckley Amendment was designed to protect the privacy of student education records, to establish the right of students to inspect and review their education records, and

to provide guidelines for the correction of inaccurate or misleading data through informal and formal hearings. Students may also have the right to file complaints with the Family Policy and Compliance Office concerning alleged failures by the institution to comply with the act.

II. Family Educational Rights and Privacy Act Guidelines

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. They are:

1. The right to inspect and review the student's education records within 45 days of the day the University receives a request for access. Students should submit to the registrar, dean, head of the academic department, or another appropriate official, written requests that identify the records(s) they wish to inspect. The University official 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 University official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.
2. The right to request the amendment of the student's education records that the student believes are inaccurate or misleading. Students may ask the University to amend a record that they believe is inaccurate or misleading. They should write the University official responsible for the record, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the University decides not to amend the record, the University will notify the student of the decision and advise students of their rights to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when they are notified of the right to a hearing.
3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the University in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit, personnel and health staff); a person or company with whom the University has contracted (such as an attorney, auditor, or collection agent); a person serving on the Board of Trustees; or students serving on an official committee, such as a disciplinary or grievance committee, or assisting school officials in performing their tasks. School officials have a legitimate educational interest if they need to review an education record in order to fulfill their professional responsibility. Upon request, the University discloses education records including records of disciplinary action, without consent, to officials of another school in which a student seeks or intends to enroll. Students may authorize persons of their choosing to access UNH billing, financial aid, and certain academic history information through the Parent Portal.
4. The University occasionally receives court orders and grand jury subpoenas requiring it to produce a student's educational records. The University usually makes reasonable efforts to notify the student of the order or subpoena before complying, except when the order or subpoena itself requires that the student not be notified.
5. The right to file a complaint with the U.S. Department of Education concerning alleged failure by the University of New Hampshire to

comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

U.S. Department of Education
Student Privacy Policy Office
400 Maryland Avenue, SW
Washington, DC 20202-4605

Under the guidelines of FERPA (as amended), exceptions to the prohibition against disclosures permits Community Standards to discretionarily release notification to a parent or legal guardian the first time and every subsequent time a student under the age of 21 is found responsible for violating any law or University policy governing the use or possession of alcohol or controlled substances.

As of January 3, 2012, the U.S. Department of Education's FERPA regulations expand the circumstances under which students' education records and personally identifiable information (PII) contained in such records – including their Social Security Number, grades, or other private information – may be accessed without the student's consent. First, the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or state and local education authorities ("Federal and State Authorities") may allow access to student records and PII without the individual's consent to any third party designated by a Federal or State Authority to evaluate a federal- or state-supported education program. The evaluation may relate to any program that is "principally engaged in the provision of education," such as early childhood education and job training, as well as any program that is administered by an education agency or institution. Second, Federal and State Authorities may allow access to a student's education records and PII without prior consent to researchers performing certain types of studies, in certain cases even when UNH objects to or does not request such research. Federal and State Authorities must obtain certain use-restriction and data security promises from the entities that they authorize to receive students' PII, but the authorities need not maintain direct control over such entities. In addition, in connection with Statewide Longitudinal Data Systems, State Authorities may collect, compile, permanently retain, and share without prior consent PII from students' education records, and they may track students' participation in education and other programs by linking such PII to other personal information that they obtain from other Federal or State data sources, including workforce development, unemployment insurance, child welfare, juvenile justice, military service, and migrant student records systems.

III. Directory Information About Students

The act provides that "directory information" may be made available to third parties without requiring the permission of the student. However, public notice must be given of the intent to publish the information, so that students can request that all or part of this information not be made public. "Directory information" (other than that for specialized programs and activities) should be requested from the Registrar's Office and consists of the following item:

1. Student's name, address, telephone listing, and email address;
2. Major field of study;
3. Participation in officially-recognized activities and sports;
4. Weight and height of members of athletic teams;
5. Dates of attendance;
6. Degrees and awards received;
7. Most recent previous educational institution or agency attended by the student;
8. Class;
9. Honor rolls;
10. Enrollment status.

Note: Grades are considered "directory information" to the extent that honor rolls may be published. Also, transcripts of students' academic records or students' grade-point averages may be released to the faculty advisers of officially-recognized honor societies on campus upon request.

Note: The right to opt-out of the public release of directory information does not include the right to refuse to wear or use a student identification card or badge that contains identifying information if university officials have determined that such student identification is necessary.

For general information concerning the Family Educational Rights and Privacy Act of 1974, as Amended or for assistance in locating individuals or offices maintaining a student's education records, please contact the Dean of Students or the Provost and Vice President for Academic Affairs.

Copies of the Family Educational Rights and Privacy Act of 1974, as Amended are available in the Dimond Library at the Reference Desk, and on the [Department of Education's website](#).

Financial Responsibilities

I. Classification of Students for Tuition Purposes (Residency Rules)

Basic Rule

All students enrolled in credit-bearing programs in any division of the University System of New Hampshire in any capacity shall be charged tuition at a rate to be determined by their domicile. Those domiciled within the State of New Hampshire shall pay the in-state rate. Those domiciled elsewhere shall pay the out-of-state rate.

Definitions

"Parent" means

- the individual or individuals named on the student's birth certificate; or
- the student's legal guardian or legal custodian provided that there are no circumstances indicating that such guardianship or custodianship was created primarily for the purpose of conferring the status of an in-state student on the unemancipated person; or
- individuals who can claim the student as a dependent on their IRS 1040 tax return.

"Domicile" means an individual's true, fixed, and permanent home and place of habitation, to the exclusion of all others. It is the place where the individual intends to remain and to which they expect to return when they leave without intending to establish a new domicile elsewhere.

"Veteran" means "veteran" as defined in [RSA 21:50.1](#).

Determination of Student Status

Students shall be classified as in-state or out-of-state for tuition purposes at the time of their first admission to UNH. The decision shall be made by the [Department of Admissions](#) based upon information furnished by students' applications. Further consideration of residency status after initial enrollment may be directed to the [Office of the Registrar](#).

Application Forms

Individuals applying for in-state status for tuition purposes at the same time they are applying for admission shall complete and submit the form "Notarized Residency Statement for New Hampshire Residents," which shall include a sworn statement certifying that the applicant is legally domiciled within the State of New Hampshire and is a lawful resident of the United States. In the event the campus residency officer possesses facts or information indicating that a student's status should be changed from in-state to out-of-state, whether or not the information was received from the student in compliance with notification requirements set forth below, the campus residency officer can require submission of additional information establishing domicile from any in-state student prior to the commencement of each semester the student plans to attend the university system unit.

Burden of Proof

In all cases of application for in-state status for tuition purposes, the burden of proof shall be on the applicant. At the applicant's request, the dean or director of admissions shall state the reason or reasons for the decision in writing.

Determination of Domicile

Individuals shall not be eligible for in-state status unless they have been domiciled within New Hampshire for 12 consecutive months immediately preceding registration for the term for which in-state status is claimed and meets all other requirements for domicile.

In accordance with [RSA 187-A:20-c](#), any veteran of the armed forces who establishes a residence in New Hampshire shall be eligible for the in-state rate immediately, and the twelve-month waiting period for establishing domicile shall not apply.

Unemancipated individuals shall not be eligible for in-state tuition status unless their parent(s), as defined above, shall have established domicile in this state.

Individuals shall not be eligible for in-state tuition status unless they establish that their residence in New Hampshire is for some purpose other than the temporary or primary one of obtaining an education.

When individuals have established eligibility for in-state tuition based on a parent's domicile and the parent subsequently establishes domicile outside of New Hampshire, that individual shall be eligible for in-state tuition for one academic semester following the academic semester during which the parent established out-of-state domicile. Individuals shall notify the campus residency officer of any changes affecting their eligibility for the in-state tuition rate.

All evidence relevant to determining domicile shall be considered, including the following, which shall be relevant, but not necessarily conclusive:

- Payment or non-payment of any tax levied by the State of New Hampshire or any political subdivision on persons resident or domiciled thereon;
- Residence reported on any federal or state tax return;
- Registration of one's automobile;
- State issuing one's driver's license;
- Receipt of support from parents who are residents or domiciled outside the State of New Hampshire;
- Voting residence;

- Claim by any non-resident parent that the applicant is a dependent for tax or any other financial purpose;
- Regular departure by an applicant from the State of New Hampshire during recesses or vacations from the University System unit;
- The filing of any claim for benefits under any policy of insurance or any federal, state, or local benefit legislation based on residence or domicile outside the State of New Hampshire; or
- Status in some other state which would qualify a person for in-state tuition in that state.

Emancipation

Individuals shall not be deemed to be emancipated unless their parent(s), as defined above, have entirely surrendered the right to the care, custody, and earnings of such individual and unless their parent(s) are no longer under any legal obligation to support or maintain such individual or, having supported and maintained such individual even though under no legal obligation to do so, has ceased to support or maintain such individual. Emancipation shall not be found unless all such tests are met.

Evidence of the following shall be submitted by an applicant and requested by the dean or director of admissions:

- Lack of financial support of the person by the parents;
- Lack of contribution by the parents to any earnings or other income received by the person;
- Failure of parent(s) to claim the person as a dependent on their income or other tax returns;
- Establishment by the person of a domicile separate and apart from that of the parent; and
- Failure of the person to return to the home of the parent during vacations and other recesses from school.

Presumptions

Unless the contrary appears to the satisfaction of the dean or director of admissions in individual cases, the following presumptions shall prevail:

- Students shall be presumed to be emancipated from their parent(s) when they reach the age of 24.
- The domicile of unemancipated individuals shall be that of their parent(s), as defined above.
- The domicile of individuals who first enter the University System from the domicile of their parent(s), as defined above, shall be that of the parent(s) until they abandon such domicile and, for purposes other than that of education, acquire a new domicile;
- The domicile of individuals who first enter the University System from a domicile other than New Hampshire shall be such a domicile until they abandon such domicile and, for purposes other than that of their education, acquire a new domicile.
- Attendance at a unit of the University System or at any other educational institution in this state in itself shall not be evidence of intention to establish or establishment of a domicile in this state.

Waiver

Nothing contained in these rules shall preclude the dean or director of admissions or campus residency officer from waiving any requirements hereof under special circumstances in individual cases. Waivers shall not be routinely granted.

Military Personnel

Members of the Armed Forces of the United States stationed in this state under military orders shall be entitled to classification for themselves, their spouses, and their dependent children as in-state for tuition purposes so long as the member remains on active duty in this state pursuant to such orders.

Individuals receiving educational assistance under 38 U.S.C. § 3001 et seq. or 38 U.S.C. § 3301 et seq., including children or spouses of active service members or veterans eligible for educational assistance under 38 U.S.C. § 3311(b)(9) or 38 U.S.C. § 3319, shall be eligible for the in-state rate while living in this state.

Review of Student Status

Students who are aggrieved by the decision of the dean or director of admissions classifying them as an out-of-state student for tuition purposes may appeal to the campus residency officer on forms and in accordance with procedures which shall be made available to the student in the office of the dean or director of admissions. Any student aggrieved by the campus residency officer's decision may appeal that decision to the University System's Residency Appeals Board (the "Board").

Students may present to the Board such additional evidence as they deem appropriate in processing the appeal and may appear before the Board and be heard. The decision of the Board shall be the final decision of the University System.

The University System Residency Appeals Board shall be comprised of four members who shall be designated by the presidents of each of the System's institutions. At the first meeting of each academic year, the Board members shall designate one member to serve as chair for the remainder of the academic year and until a successor has been designated for the following year. The chair may delegate authority to chair particular meetings of the Board to any member of the Board.

Change in Status

Students who have, on their first admission to the University System, been classified as out-of-state for tuition purposes may apply to the campus residency officer for a change in status.

Students applying for a change in status shall file their applications with the campus residency officer prior to the first day of the semester for which they are seeking the in-state tuition rate. Applications shall be considered in the chronological order in which they are presented. No changes approved during a semester shall be effective until the beginning of the next following semester. However, where a change of status from out-of-state to in-state has been denied by the campus residency officer prior to the commencement of a semester, and that decision is reversed by the Residency Appeals Board during the semester, the student's status shall be effective as of the commencement of the semester.

In the event the campus residency officer possesses any fact or information indicating that a student's status should be changed from in-state to out-of-state, the student shall be informed in writing of the change of status. The student can appeal the decision of the campus residency officer as set forth below. No such change made by the campus residency officer after the commencement of any semester shall be effective until the beginning of the next semester. Change to out-of-state status made by the campus residency officer prior to the commencement of any semester, but reversed during the semester by the Residency Appeals Board shall be effective as of the commencement of the semester.

Student Responsibility to Notify Institution of Changes in Status

It shall be the responsibility of students on all campuses to notify the campus residency officer of any change in their eligibility for the in-state tuition rate because of:

- Change in the domicile of their parent(s); or
- Change in their own domicile.

Failure to notify the campus residency officer of any changes affecting eligibility for the in-state tuition rate shall subject a student to disciplinary action under the provisions of the code of student conduct or to such actions that may be available under law, or both.

USNH BOT policies may be amended at any time, do not constitute an employment contract, and are provided here only for ease of reference and without any warranty of accuracy.

II. Tuition

Tuition and fees are established by a vote of the Board of Trustees. Approval normally occurs between April and July. The current academic year tuition rates are published annually on the [University's Tuition and Fees page](#). Tuition is charged based on the student's residency status and campus of their primary major. A list of eligible majors under the New England Regional Student program can be viewed on the [New England Board of Higher Education website](#).

Undergraduate Students

- Undergraduate students who register for fewer than 12 credits will be charged per credit hour. A \$20 registration fee will also be added for part-time students.
- Undergraduate students approved to register for over 20 credits will be charged per credit hour for every credit taken above 20 credits.
- When bills are issued, Durham undergraduate students are billed the cost of tuition for a full-time student regardless of the amount credits they are taking.
- Part-time students may request their bill be adjusted by contacting [Student Accounts](#). If they do not contact Student Accounts, their bill will automatically be adjusted after the final drop deadline of the semester.
- When bills are issued, Manchester and Online students are billed based on the total number of credits they are taking, including part-time students.

Graduate and Law Students

- Different Graduate and Law programs have different requirements for full-time status.
 - Students in these programs will be billed the cost of full-time tuition if they meet the full-time status minimum for their program.
 - Students in these programs will be billed per credit if they do not meet the full-time status minimum for their program.

Course Audit

All course audits must be approved by the UNH Registrar's Office. With the exception of CPS-Online, courses taken for audit by degree-seeking students are charged at the same rates as for-credit registration. Undergraduate students who are already registered full time and are

paying full time tuition may audit classes with no additional tuition charges (special fees may apply).

CPS-Online (UNH Granite State College) students are charged at a non-degree rate of \$100/credit plus the registration and academic services fees for audited classes.

Study Abroad

Students studying abroad are charged based on conditions outlined within their specific program. For more information on costs associated see [UNH Global](#) or refer to your study abroad participant agreement.

Tuition Overload

Undergraduate students are permitted to enroll for more than 20 credits upon approval of their college or school dean. Undergraduate students carrying more than 20 credits after the add/drop period will be billed a per-credit fee for each credit above 20 credits unless auditing. For information, see [Tuition Surcharge](#).

Graduate students are permitted to enroll for more than 16 credits upon approval of their college or school dean. Law students are permitted to enroll for more than 17 credits with a faculty waiver. Graduate students carrying more than their maximum allotted credits after the add/drop period will be billed a per-credit fee for each credit above the maximum. For information, see [Tuition Surcharge](#).

Tuition Differential

Tuition differential charges apply to some majors. Students in the College of Engineering and Physical Sciences (CEPS), including engineering and computer science, the Peter T. Paul College of Business and Economics (PAUL), and Engineering Technology students at UNH Manchester will be charged a tuition differential. The differential is the same rate for both N.H. residents and non-resident students. CEPS, PAUL, and Engineering Tech at UNHM students who register for fewer than 12 credits pay a differential per-credit hour. Music majors are charged an applied music fee each semester. Please see the [Student Accounts Tuition and Fees page](#) for more information.

Account Adjustments

Students who withdraw or drop to part-time status may be eligible for a refund of tuition and fees. For 16-week courses, the refund is as follows; one hundred percent of tuition, mandatory fees and course fees will be refunded until the second Friday of the semester, one-half after the second Friday and until the fifth Friday; and none thereafter. 8-week and other non-standard programs may have program specific refund deadlines, check the [UNH Academic Calendar](#). The refund policy also applies to students reducing their credit load from full to part-time. This refund policy does not apply to students who withdraw from off-campus programs or programs which use non-standard semester calendars.

All registration, refund, and add/drop deadlines can be found on the [UNH Academic Calendar](#). Student accounts will be adjusted based on course registration. Students who withdraw or drop to part-time status after classes begin may be penalized based on the drop date of the course(s). Refund of tuition, fees, and other charges associated with the course(s) drop are dependent upon the drop date of the course(s). Students will not be refunded tuition, fees or associated charges for courses dropped after the refund period.

Financial aid on the student account may also be adjusted due to changes in course registration. Students receiving federal financial aid will have their refund calculated in accordance with the current U.S.

Department of Education regulations. Specific details regarding the regulations are available from the [UNH Financial Aid Office](#).

Other University Charges

Students may be assessed additional charges based on campus activities. Fees may include charges from ROTC, the Library, PACS, or other fees associated with a student's activity on campus. Students will be billed for the value of articles issued to them that are lost, damaged, or not returned. Failure to pay such charges shall be processed as described in the [Failure to Pay University Accounts](#) section of this policy.

Refund of Meal Plan, Dining, and On-Campus Housing

All refunds and cancellation policies for on-campus housing and dining charges are detailed in the [UNH Room & Board Agreement](#).

III. Mandatory Fees

With the exception of UNH Franklin Pierce Law students, mandatory fees are charged to all UNH students who are enrolled in five or more credit hours. UNH Franklin Pierce Law students are required to pay for mandatory fees regardless of credits enrolled. Mandatory fee rates are charged based on course registration, program rates and the student's campus. Students are required to pay all mandatory fees charged. The university is unable to charge fees based on the extent of students' usage of the facilities or services supported by the mandatory fees. Access to the programs, services, and facilities supported by the mandatory fees will not be granted to students whose course registration does not mandate such fees. Students who elect to reside in on-campus housing are required to pay the campus-based mandatory fees for that campus, even if they are enrolled at, and paying the fees for, another campus for their coursework.

A full list of mandatory fees can be found online for [Durham](#), [Manchester](#), [Law](#), and [CPS-Online](#) (UNH-Granite State College) students.

Students who withdraw or drop to part-time status after classes begin may be eligible for a partial refund of fees. The refund amount is dependent on the term and the duration of the course. A full refund schedule can be found on the [Academic Calendar](#).

Exceptions to the University of New Hampshire Mandatory Fee Policy

Students enrolled in [online degree programs](#) are exempt from mandatory fees excluding the Technology Fee, which never falls under exemption.

Students whose courses, fieldwork, internships, or other academic work are fully outside the immediate geographic area for a semester may petition for a waiver of mandatory fees. The immediate geographic area is defined as a 25-mile radius around the student's assigned campus. Course registration information is used to verify remote status. Exceptions apply to the fall and spring semesters only. Exceptions do not apply to fees covering the following services: Technology Fee, Health and Wellness Fee, Career & Professional Success (CaPS) Fee, Psychological & Counseling Services (PACS)/Mental Health Fee, SHARPP fee, and the Security fee for students at the Manchester campus.

Mandatory fees for students participating in UNH Study Abroad Programs are waived through the billing process, with the noted exceptions. For additional billing information, UNH Study Abroad students should refer to their Participant Agreement.

There is no provision for mandatory fee exceptions for UNH Law students.

There is no provision for mandatory fee exceptions for CPS-Online students.

All Durham graduate students are exempt from the Student Activity fee, Career and Professional Success (CaPS) fee, and Athletics fee. Graduate students enrolled in pre-designated evening-only programs, as approved by the Provost and Vice President for Academic Affairs or their designee, are exempt from the Health & Wellness and the Psychological & Counseling Services fees.

Doctoral students who have achieved candidacy may petition for a waiver of the mandatory student fees, with the exception of the Technology fee, under the condition that the students must confirm in writing each semester that they will not be using the campus services covered by mandatory fees.

Reduced mandatory fees for graduate students on assistantships are noted in the appointment letters.

Students must submit petitions each semester to waive fees.

Authority

Any conflicts resulting from this procedure will be adjudicated by the Provost and Vice President for Academic Affairs or their designee.

IV. University Accounts

Payment of University Accounts

Electronic billing statements are sent monthly. Bills are available in Webcat. Students are notified through UNH assigned e-mail addresses when new statements are posted. Students are responsible for monitoring their UNH email address for billing notifications. Designated Parent Portal contacts are also emailed when new statements are generated and are available to view online through the Parent Portal.

Payment must be physically received (not postmarked) in full for tuition, fees, food, housing, and other semester charges by the due date. Student accounts not paid in full within thirty days after the payment due date may be assessed additional late fees, default charges, interest and/or collection costs, and the student may be disenrolled from classes. If a check tendered in payment is returned unpaid by the bank upon which it was drawn, the student will be assessed a returned check fee.

UNH offers an optional monthly payment plan. All plans require an enrollment fee. Payment plans must be activated each semester. The first payment is due upon enrollment. Subsequent payments are due on the first of each month and are automatically deducted from the payment method designated. Adjustments to the payment plan are the responsibility of the plan holder. The payment plan DOES NOT adjust to reflect changes on the student account. Refer to monthly statements to determine if a payment plan adjustment is required. Payment plans are accessible in Webcat and Parent Portal.

Failure to Pay University Accounts

All university charges must be paid before a student is permitted to register for the next semester or receive credit for courses taken. Financially uncleared students, those who have not cleared outstanding debts owed to the University, will be disenrolled for the current semester. Students may maintain class participation during this period of disenrollment in order to attempt to clear their balance and be re-enrolled. Disenrolled students will be held financially liable for charges to the

student account in accordance with refund policy. Students who pay their outstanding balance may be reinstated at the discretion of the ASAC and Student Accounts. Students who are eligible to graduate must be financially cleared before they can receive a diploma.

Student accounts remaining unpaid more than 30 days after the termination of student status for any reason may be liable for interest and collection charges.

Loan Defaults

Former students who have not made the required payments (i.e. "defaulted") on government-backed (e.g. Perkins Loans) may not be permitted to register for classes, graduate, or receive any credit for courses taken. Former students in this situation may contact [Student Financial Services](#) for more information or to discuss resolving these matters.

V. Financial Aid to Students

The Financial Aid Office website outlines procedural requirements for financial aid and all eligibility criteria for federal and state financial aid programs and University tuition grants and scholarships. The University's financial aid program is one in which the basic philosophy for eligibility is the student's financial need as determined by the [Free Application for Federal Student Aid](#) (FAFSA®).

Eligibility Criteria

All degree students are eligible for consideration. To be considered for financial aid, a student must annually submit appropriate financial aid application materials to the Student Financial Services Office and complete the Free Application for Federal Student Aid (FAFSA®) form. The U.S. Department of Education establishes [basic eligibility requirements](#), such as those listed below.

- **Minimum Credits:** For the award and/or continuation of University grants or loans, a student must be a registered degree candidate and meet credit hour registration requirements as determined by the U.S. Department of Education.
- **Satisfactory Academic Progress:** Satisfactory academic progress in a course of study must be maintained by all students who receive federal financial aid and is determined by the U.S. Department of Education.

Grants and Scholarships

Admitted undergraduate degree candidates who will attend UNH on a full- or part-time basis may be considered for tuition grants and University scholarships.

Grants are based on financial need and are awarded to both resident and non-resident students from funds budgeted yearly by the authority of the Board of Trustees.

Scholarships are awarded on the basis of any of the following: scholastic achievement, requirements established by a donor, and financial need. Scholarships that are based on academic merit are subject to renewal criteria including academic performance (typically reflected by a cumulative GPA of at least 3.20) and a record of good citizenship.

The University participates in the federally sponsored [Federal Supplemental Educational Opportunity Grant Program](#), which is designed to assist needy students who are admitted degree candidates.

All scholarships and waivers used to cover tuition, fees, books, supplies, and equipment may have tax implications. If you have any questions about potential tax implications, please consult a tax advisor.

Federal Pell Grant Program

Federal Pell Grants are usually awarded only to undergraduate students who display exceptional financial need as determined by the FAFSA. For more information please view the U.S. Department of Education's Pell Grant eligibility page.

ROTC Scholarships

Reserve Officer Training Corps scholarships are offered on a competitive basis by both the Army and the Air Force. Entering freshmen may compete for four-year scholarships during the last year of high school. A variety of scholarships are also available to students already attending the University.

Scholarships pay up to full tuition, all mandatory fees, and for required textbooks. In addition, all scholarship recipients receive a tax-free monthly subsistence allowance. Finally, students with a four-year or three-year ROTC scholarship compete for a room and board grant for the entire time they are on the scholarship.

For more information, contact the Admission Officer: Army ROTC at (603) 862-7075, or Air Force ROTC at (603) 862-1480.

Federal Loan Program

Matriculated students enrolled on a full- or part-time basis who have completed the financial aid process will be reviewed for the federal government's [Direct Student Loan Program](#).

Federal Work-Study Program

The Federal Work-Study Program, both academic year and summer, assists students who, as determined by the Financial Aid Office, need financial assistance for their educational expenses. Admitted undergraduate and graduate degree candidates attending at least half time are eligible for consideration.

Students who do not qualify for the Work-Study Program may find part-time employment on or near campus.

VI. VA Educational Benefit

In accordance with 38 USC §3679(e), students using VA Chapter 33 Post-9/11 GI Bill® or VA Chapter 31 Vocational Rehabilitation will not accrue late fees for unpaid bill items covered by their VA educational benefit while waiting for disbursement of the aforementioned funds to UNH. Furthermore, students certified as using these VA benefits will not be precluded from attending classes, utilizing library or other institutional facilities, or be required to borrow additional funds because of their inability to meet their financial obligations to UNH due to delayed disbursement of funds from VA under Chapters 31 or 33. However, students may accrue late fees as applicable to unpaid bill items other than tuition and fees covered by Chapters 31 or 33. Moreover, UNH reserves the right to impose a late fee if the difference between the amount of the student's financial obligation and the amount of the VA education benefit disbursement remains unpaid after student bills are due. Differences may be a result of, but not limited to, charges for housing, meal plans, parking permits, or if the student is not entitled to 100% of Chapter 33. GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education

benefits offered by VA is available at the official [U.S. Department of Veterans Affairs website](#).

Military servicepersons, veterans, and their dependents should investigate their eligibility for veteran's benefit payments. Questions may be addressed to any local Veterans Administration office; the VA Education Benefits toll-free number, 888-442-4551 (888-GIBill1); the VA website at www.gibill.va.gov; or the Military and Veteran Services office at UNH (603) 862-0643, or via email UNH.Veterans@unh.edu.

Fire Safety

Students must not engage in activities that create or maintain a fire or fire hazard. Specific rules pertaining to fire safety on University property include the following:

1. **Fire Safety Equipment:** Students may not tamper with or hang anything from fire safety equipment such as sprinklers, pull stations, fire extinguishers, smoke alarms, fire curtains, or any other equipment for fire prevention, detection, or response. This includes, but is not limited to, installing, decorating, hanging, or otherwise placing an item in a manner that may conceal exits or exit signs, sprinkler heads, and fire safety devices, or impede exit in any way.
2. **Open Flames and Gas Containers:** Deliberately setting fire to property is prohibited. In general, with the exception of portable lighters, students may not create open flames or possess devices that produce open flames including, but not limited to, butane torches and grills, without approval as part of a sanctioned educational/classroom activity or event. Flammable fuels such as kerosene, propane, butane, charcoal lighter fluid, and gasoline are prohibited on campus unless approved as part of a sanctioned educational/classroom activity or event.
3. **Evacuation:** Students are required to evacuate the building during a fire alarm in a timely manner.

Residential Housing Fire Safety Policy and Regulations

In addition to the rules described above, the following items are prohibited in on-campus housing:

1. **The following items are prohibited in all on-campus housing facilities:** Halogen lamps, electric heaters, electric blankets, lava lamps, and other decorative objects which heat up, live holiday decorations (i.e., Christmas trees), candles, wax tarts, incense, explosives, fireworks, hazardous chemicals, motorized vehicles of any kind, including hoverboards, or parts, repair tools, accessories for any motor vehicle, air conditioners, clothes washers and dryers, dishwashers, and water beds.
2. **The following items are prohibited in the residence halls (but allowed in University apartments):** induction plates, hot plates, rice makers, instapots, heating/immersion coils, electric frying pans, panini makers, mini grills, mini ovens, slow cookers, toasters, toaster ovens, and air fryers.

Fraternity & Sorority Social Policy

I. Statement of Purpose

The Interfraternity Council (IFC) and the College Panhellenic Council (CPH) of the University of New Hampshire (UNH) have established this set of rules to reduce the risk for the members and associates of its

recognized organizations. Implementing, monitoring, and enforcing this policy is essential in fostering a safe, positive, and respectful environment for the recognized Fraternity and Sorority Community at the University of New Hampshire.

Throughout the course of this document, the terms “fraternity”, “chapter”, and “organization” are used to identify any Greek Letter organizations (fraternities or sororities) that are recognized by UNH. The term “event” refers to a social event (defined below). The term “member” refers to an active, enrolled UNH student who is an official member of a recognized fraternity or sorority affiliated with the appropriate governing council.

The Social Policy of the IFC and CPH of UNH includes the following provisions and shall apply to all fraternity/sorority entities and all levels of fraternity/sorority membership. IFC and CPH do not approve or sponsor social events but must be informed as to their occurrence. IFC and CPH do, however, work closely with the Fraternity & Sorority Life (FSL) Office to administer the review process established in this policy.

II. Social Event

A gathering hosted or planned by one or more members of the Chapter on an approved property, sponsored or endorsed by the Chapter, or any gathering an observer would associate with the fraternity/sorority where *alcohol is present*. Any social event involving alcohol that has not been reviewed and approved by the CPH/IFC/Office will be subject to adjudication by the council and/or University Community Standards System. If an event has been reported to the office, IFC, or CPH that has not been reviewed and approved, the determination of whether an event occurred will be based on multiple factors, including but not limited to having alcohol present, the location of the event (chapter house, satellite house, apartment, residence hall, etc.), the type of complaint/report filed, the severity of the breach of social policy, and the number of guests present, taking into consideration whether there are a significant number of chapter members or non-members attending. Social events include, but are not limited to, formal third-party vendor events (“cocktails/formals”), fraternity sponsored/hosted events, and brotherhood/sisterhood events. Please see our resource page provided by the Office of Off-Campus Engagement & Fraternity and Sorority Life for helpful information on determining if your event is a social event.

III. Authority

All recognized organizations of the IFC and CPH at UNH must adhere to this policy unless written documentation is received by the chapter’s respective council at least seven days prior to the event. The chapter’s respective council must give final approval for such an exception. No exception may violate any local, state, or federal laws and/or National/ University policies.

The monitoring body for each organization is its respective council and the Office of Off-Campus Engagement & Fraternity and Sorority Life.

The sponsoring organization(s) must follow all state and local laws, the IFC/CPH, Social Policy, insurance, National/International regulations, and the UNH Student Rights, Rules, and Responsibilities Handbook.

If the sponsoring organization(s) fail(s) to comply with all state and local laws, the IFC/CPH, Social Policy, insurance, National/International regulations, and the UNH Student Rights, Rules and Responsibilities Handbook in the preparation for the function, the IFC President or the CPH President have the authority to cancel the said function prior to its start.

Most (inter)national fraternity organizations have their own policies about social events. The sponsoring organization must follow this policy and

applicable policies established by its (inter)national organization. When a provision of this policy conflicts with a provision of a policy established by the sponsoring organization, it must follow whichever provision is stricter.

IV. Responsibility

The sponsoring organization(s) is/are responsible for providing a safe environment for its members and guests. The sponsoring organization(s) must be in compliance with all fire codes and regulations, with particular attention to the maximum occupancy rating of the event as determined by the Durham Fire Department and local landlord. All assembly permits and copies of the most up-to-date lease agreements shall be submitted to the Office of Off-Campus Engagement & Fraternity and Sorority Life with the chapter roster before their first social event is submitted for approval every year.

V. Approval of Social Event Property Location

Fraternity and Sorority Life organizations that have been accredited and in good standing by the Office of Off-Campus Engagement & Fraternity and Sorority Life and registered as recognized student organizations with both the University and their national organization can have one identified location approved for social events only.

If an organization is in good standing and lives in a property deemed zoned by the town of Durham as a Fraternity/Sorority house, they will only be approved to host events at that property.

If an organization is in good standing but is not living in a property that is deemed by the town of Durham as a Fraternity/Sorority zoned property, they must submit additional annual documentation to the Office of Off-Campus Engagement and Fraternity and Sorority Life in order for one of their properties to be considered as a potential space to host social events. That documentation is a letter of support from the landlord that includes the maximum number of guests that are permitted at the property and a letter of support from their national organization approving the use of the facility for social events. In the event that members of the organization live in multiple properties, the approved property will be determined by several factors including:

- the size of the property
- the location of the property
- the landlord of the property
- if the residents of the property are exclusively members of the organization
- if the proposed property is already perceived as their chapter house

The IFC/CPH/Office of Off-Campus Engagement & Fraternity and Sorority Life recommends third-party vendors for any event that might breach capacity guidelines.

VI. Social Event Review Process

A roster from each recognized organization must be submitted within the first two weeks of each new semester to the Office of Off-Campus Engagement & Fraternity and Sorority Life. The roster must be in the format requested by the Office and include all members’ names, student ID numbers, executive positions, phone numbers, and email addresses. Events may not be reviewed before these rosters are received.

Social Chairs, Formal Chairs, Vice Presidents, Risk Managers, Presidents, and any member who is submitting forms for review must schedule a

meeting with the Office of Off-Campus Engagement & Fraternity and Sorority Life prior to holding their first social of the year in order to verify all policies and procedures are understood and to maintain the safety of the event. This can be completed by attending the social/risk management training each semester before chapters are permitted to host social events.

Any recognized organization planning to host an event must inform the Office of Off-Campus Engagement & Fraternity and Sorority Life by 1:00 p.m. on the Tuesday preceding the scheduled event. The respective officers of IFC and CPH will be notified of the event by the Office. To inform these parties, the organization must complete the mandatory FSL Social Event Review Form. This form is located on [Catalyst](#) under the Office of Off-Campus Engagement & Fraternity and Sorority Life. All events that meet the opening definition of "event" must be reviewed regardless of the day that event occurs. Events should not occur during times that will interfere with members' and guests' academic schedules. Events with alcohol are not to begin before 6:00 p.m. unless otherwise approved by the IFC or CPH Executive board and the Office. Events must end by 2:00 am. Guests and alcohol are not permitted to enter an event after 1:30 am. An event may not be hosted by an organization(s) for more than a total of five hours. The exact hours of the reviewed event must be indicated on the FSL Social Event Review Form.

When planning co-sponsored social events between a Fraternity and Sorority involving alcohol, the chapters should pay close attention to their (inter)national policies and what requirements are expected to be met regarding paperwork, security, and safety.

An accurate guest list must be submitted to the Office of Off-Campus Engagement & Fraternity and Sorority Life via email by noon on the business day prior to the event. The finalized guest list must be submitted to the Office by noon the following business day after the conclusion of the event.

During the event, each guest that attends shall be marked off by an experienced chapter member. We do not recommend having new members work the door of social events. This list must contain actual members that plan to attend and not just be a chapter roster. The marked guest list should be typed or clearly identifiable and must be submitted to the Office of Off-Campus Engagement & Fraternity and Sorority Life by the first business day following the event. The Office of Off-Campus Engagement & Fraternity and Sorority Life provides resources regarding best practices for building a guest list and tracking attendance.

An organization can submit two social events for review per weekend. A weekend will be defined as Thursday at 6:00pm through Sunday at 2:00am. Exceptions may be made for Outdoor Social Events (defined below). A reviewed outdoor social event will be considered one of the two events the chapter chooses to host in one weekend. Any event that has not been reviewed is an immediate violation of this policy and will be subject to adjudication by the appropriate council and/or University.

No social events may be held with organizations that are not recognized by the University of New Hampshire.

No social events may be held during new student June orientation. No social events may be held until 72 hours after the conclusion of bid day for the respective councils each semester. That date will be shared with the organizations prior to the start of recruitment season. No organization shall host social events any time after the conclusion of the last day of classes unless an otherwise reviewed third-party vendor social event has been approved and reviewed.

The IFC and CPH strongly recommends the presence of independent security assistance for monitoring guest behavior, ID verification, and overall assistance in risk management. Be sure to refer to the organization's (inter)national headquarters policy about hiring security.

VII. Social Event Rules and Requirements

All social events shall be strictly BYOB (Bring Your Own Beverage). No one under the legal drinking age of 21 should consume or bring alcohol into an event. No one shall be allowed by the sponsoring organization(s) to bring more than six standard drinks (e.g. six 12-ounce beers, four 12-ounce malt beverages, and one 750 ml of wine). Hard Alcohol may only be consumed at Third-Party Vendor events when served by a licensed bartender. Please contact the IFC/CPH or Office of Off-Campus Engagement & Fraternity and Sorority Life for recommendations on having a successful BYOB Event.

No alcoholic beverages may be purchased through chapter funds nor may the purchase of the same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to anyone under the legal drinking age (21). The purchase or use of bulk sources and/or open-source alcoholic beverages (e.g. kegs, borgs, cases, punch, lined trash cans, and jungle juice, etc.) is prohibited. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups, or organizations.

Invited guests must produce proper identification, such as a valid driver's license or passport indicating that they are at least 21 years of age. Individuals above the age of 21 must wear a wristband given by the sponsoring organization(s). Wristbands shall be picked up from the Office of Off-Campus Engagement & Fraternity and Sorority Life prior to the event occurring. Wristbands are funded by IFC and CPH. It is recommended that guests who are under 21 are marked with something that would indicate they should not be drinking, such as "X"s on their hands. In addition, IFC and CPH require the checking of UNH ID for all guests, and the chapter must identify any non-UNH guest on their list.

Student(s) perceived as being intoxicated will not be permitted to enter the event.

Under no circumstances may any person(s) who voluntarily or involuntarily leave the premises be allowed to re-enter the social event.

Open parties, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, are prohibited. All social events must be closed functions with invited guests only. All guests shall present proper identification. Only members that are on the guestlist may be allowed to invite guests. Each member on the guestlist may invite up to three people and the sponsoring organization must not allow the total number of persons attending the social event to go over the property's capacity.

The sponsoring organization(s) is/are responsible for providing trained sober monitors. If the event is co-sponsored, each organization shall provide sober monitors proportionate to 10% of their own members in attendance. If the event is a list party and not co-sponsored by another organization, the host organization must provide sober monitors of 10% of the total number of attendees. At least one of the monitors shall be an executive officer of the organization. There shall be at least one monitor (from each organization sponsoring) present at the entrance to the social event throughout the duration of the event. All the names of the monitors must be submitted on the FSL Social Event Review Form. All monitors must

be accessible throughout the event. All monitors shall be substance-free before, during, and after the event (until 9 a.m. the next day).

The sponsoring organization(s) is prohibited from collecting money in association with a social event (i.e. Donations, tickets, raffles, bands).

An adequate amount of food and non-alcoholic beverages, and a sign indicating their location must be available at all functions where alcohol is present. The food and alternative beverages shall be located in an easily accessible area of the event. A supply of food and alternative beverages shall be easily available throughout the duration of the event.

Sponsoring organization members are permitted to search backpacks, bags, and parcels. If a guest does not permit such a search, the sponsoring organization or any of its members has the right to deny that guest entrance to the social event.

The possession, sale, or use of any illegal drugs or controlled substances while on chapter premises or during an event or any event that any observer would associate with the organization, is strictly prohibited.

All recruitment activities associated with any chapter will be a dry function.

No alcohol shall be present at any associate/novice/new member program, activity, or ritual of the chapter.

No member shall permit, tolerate, encourage, or participate in "drinking games".

Events must be contained inside the facility except as provided in this policy. Social events that have not been reviewed or parties with anyone under 21 years of age on lawns associated with a chapter house or chapter are prohibited. All activities that violate state law, local ordinances, or non-reviewed gatherings that could be perceived by a guest, neighbor, passerby, or University official as a social event are prohibited.

A sponsoring organization may go through the review process for an "outdoor social event" on the grounds of an approved social event location with the following conditions:

- The sponsoring organization, its alumni, or its (inter)national organization own or lease the chapter house and land where the outdoor social event will be held or written approval from the approved social event location from the landlord and headquarters for the event/social. No part of an outdoor social event may occur on public property.
- The sponsoring organization shall obtain and strictly adhere to the conditions of assembly permits and/or lease agreements (following the strictest policy). The sponsoring organization shall abide by all town ordinances, state laws, applicable University policies, chapter rules, and (inter)national organization policies. In cases where policies conflict with relevant law, the sponsoring organization shall comply with the stricter policy or law (e.g. compliance with rules about a dry property or dry chapter).
- Drinking by persons under the age of 21 on the grounds or chapter house of the sponsoring organization is strictly prohibited. The consumption of illegal substances, including marijuana, by any person at an outdoor social event is strictly prohibited.
- The sponsoring organization will permit only beer, wine, wine coolers, and/or seltzers of 15% ABV or less to be consumed at an outdoor social event and will ensure that national/international standards and best practices regarding moderation are followed.
- All outdoor social events will be reviewed by the Office of Off-Campus Engagement & Fraternity and Sorority Life and applications to

go through the review process for an outdoor social event will be reviewed by both the Office and respective council (IFC/CPH) before being permitted. If an outdoor social event is being planned, the plans, risk management processes, and overall communication about the proposed event need to be shared with the Office two weeks prior to the event. The Office will work with the organization to submit the proper paperwork for approval.

- Attendance at an outdoor social event shall be confined to members of the individual organization who are at or above 21 years of age where alcohol is present. An area without alcohol must be clearly identified for those guests and members in attendance under the age of 21.
- The Office of Off-Campus Engagement & Fraternity and Sorority Life, CPH, and IFC will not tolerate any exceptions for late document submissions related to outdoor social events. An accurate guest list of members and attendees to be in attendance at the outdoor social event must be submitted to the Office as required by the social event guidelines above. The guest list shall be submitted by the sponsoring organization on or before 1 PM the Tuesday prior to the event.
- Outdoor social events shall be properly sectioned off with appropriate barriers to entry and require a designated point of entry which is to have a sober monitor to prevent nonmembers from attending the outdoor social event.
- It is highly encouraged that the sponsoring organization hires a private security company or police officer to work the "entrance" to an outdoor social event.
- Requests to host outdoor social events may be submitted by chapters only for hosting outdoor events such as, but not limited to, upperclassmen barbecues, senior send-offs, and alumni networking events.
- A maximum of two outdoor social events per semester will be allowed per chapter that is able to host an outdoor social event.
- Outdoor social events must go through the review process. Hosting a gathering that could be perceived as an outdoor event without going through the appropriate review process is grounds for IFC/CPH discipline regardless of whether police issued any citation or criminal complaint or if the landlord permits alcohol use on the premises. Examples of gatherings that could be perceived as outdoor social events include:
 - a. Persons attending a reviewed (indoor) social event that congregate on the lawn, holding plastic cups and exhibiting behaviors consistent with intoxication,
 - b. Drunk individuals playing soccer in the street in front of a UNH chapter and/or on the grounds of the chapter.
 - c. Individuals of various ages are drinking beer, eating, and socializing on the grounds of the chapter.
 - d. A group of individuals is drinking alcohol on the grounds of a building that is rented to fraternity members and to non-fraternity members and that group includes members of a fraternity "newly establishing group" that is headquartered in that building.
- All sponsoring organizations holding a reviewed outdoor social event must provide inconspicuous (and preferably environmentally friendly) cups or containers for storing alcohol.

- Any chapter reported to have violated this policy will be sent to their respective council Standards Boards and possibly a follow-up hearing with Community Standards.

VIII. Third-Party Vendors

Third-party vendors must be licensed and insured. The third-party vendor must sell alcohol by the drink at a true cost, may not charge a flat rate at the entrance for all you can drink or subsidize the cost of drinks and must identify all customers and serve only those of drinking age. Please see our resource guide for helpful information about Third-Party Vendors.

No fraternity or sorority may be allowed to obtain a liquor license for any purpose. The third-party vendor is responsible for having their own liquor license.

Any fraternity or sorority that completes all necessary steps and is in good standing with the Office of Off-Campus Engagement & Fraternity and Sorority Life and the IFC/CPH can host a social event at a third-party vendor, regardless of possessing an assembly permit for chapter premises.

No advertising is allowed for social events in which alcohol is present.

No chapter may co-sponsor an event with an alcohol distributor, charitable organization, or tavern (a tavern is defined as an establishment generating more than half of its annual gross revenue from sales of alcohol) where alcohol is given away, sold, or otherwise provided to those present.

IX. Other Risk Areas

In compliance with insurance, National/International regulations, state and local laws, and the UNH Student Rights, Rules, and Responsibilities, all UNH fraternities and sororities must abide by the following expectations:

Hazing: No chapter, newly establishing group, student, or alumnus/a, under any circumstance shall conduct nor condone hazing activities. See the Hazing policy for more detail.

Sexual Misconduct: No chapter, under any circumstance, shall tolerate or condone any form of sexual misconduct or interpersonal violence. See the Sexual Misconduct and Interpersonal Violence policy for more detail.

X. Violations

Students and organizations may be referred to the appropriate conduct board to answer allegations about violations to this policy. This policy falls under the jurisdiction of all State and Local laws, and the UNH Student Rights, Rules, and Responsibilities policies. Any additional violations of codes besides the IFC/CPH social policy will be handled by the appropriate judicial body or bodies.

Freedom of Expression and Guidelines on Peaceful Dissent

I. Policy Statement

As a public institution and a statewide community of scholars and learners, the University of New Hampshire strongly values free speech both in the statement of an idea and in the response to that idea and is committed to fostering vigorous debate based on facts and evidence. Generating and exploring innovative ideas and realities requires us to permit multiple perspectives and dynamic discourse. Therefore, protecting and promoting free expression is not only a fundamental constitutional right but also

the very bedrock of learning and developing students to become global citizens.

Student activism dating back to the sit-ins that formed the basis of *Dixon v. Alabama* in February 1960 and the seminal decision on due process on public college campuses issued more than a year later by the Fifth Circuit Court of Appeals, are the same concepts, safeguards and requirements articulated in the [Declaration of Student Rights and Responsibilities](#) of this document and the framework which informs how our university-wide conduct system operates today.

Different ideas in the university community will often and quite naturally conflict. All community members have an opportunity to model productive disagreement and mutual respect. However, it is not the proper role or position of the University to shield an individual's ideas and opinions they, or others, find unwelcome, disagreeable, or even deeply abhorrent, nor shall the University sanitize those differing perspectives to protect the intended audience. These freedoms include the right to speak and write as a member of the university community or as a private citizen without institutional discipline or restraint, on scholarly matters, or on matters of public concern.

II. Guiding Principles

"Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances." – First Amendment to the U.S. Constitution

While the First Amendment protects the right to express one's views, it does not provide license to say and do anything one chooses, nor does it imply immunity from prosecution for illegal acts of wrongdoing. Voluntary compliance with laws or university regulations is the primary objective, and with the understanding that responsible dissent carries with it a sensitivity for the civil rights of others.

The First Amendment permits the University to place reasonable time, place, and manner restrictions on that expression within the bounds of the law. The University will not condone behavior that violates the freedom of speech, choice, assembly, or movement of other individuals or organizations.

The University has a duty and will take whatever steps it deems necessary to protect its property, the right of any individual or organization to demonstrate and publicly proclaim any view, however unpopular; and protect the freedom of speech, assembly, and movement of any individual or group that is the object of the demonstration. When possible, the University will provide individuals with a reasonable opportunity to correct or modify behavior as an attempt to resolve matters at the lowest level and without the use of more formalized measures. Accordingly, the University is prepared to respond to violation of laws or university regulations and may employ a range of measures up to and including arrest.

III. Scope and Applicability

This policy applies to currently enrolled students and student organizations who have obtained university-wide recognition at the University of New Hampshire.

Non-affiliated third parties, including visitors, off-campus organizations, vendors or guests invited by a bona fide student or recognized student organization to participate in expressive activities on any UNH campus are obligated to the terms of this policy and will be held to the appropriate

action under state and federal law for their failure to comply. Students and student organizations who invite non-affiliated participants to one of our campuses may be held accountable when participants behaviors and actions are incompatible with this policy.

Nothing within this policy shall be interpreted as preventing the University of New Hampshire from restricting expressive activities that the First Amendment of the U.S. Constitution does not protect or expression that falsely defames a specific individual, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the normal functioning of the University. Further, nothing in this policy shall be interpreted as restricting or impairing the University's obligations under federal law including, but not limited to [Title II of the Americans with Disabilities Act](#), [Section 504 of the Rehabilitation Act of 1973](#), [Title IV of the Higher Education Act of 1965](#), [Title VI of the Civil Rights Act of 1964](#), [Title VII of the Civil Rights Act of 1964](#), [Title IX of the Education Amendments of 1972](#), as addressed through its university policies, non-discrimination policies established by the [Civil Rights and Equity Office](#), and the [Student Code of Conduct](#).

Any student with questions about the provisions and prohibitions outlined in this policy, may direct some or all inquiries to the [Dean of Students Office](#) or the [Office of Community Standards](#). Students with questions about permitted activities may direct their inquiries to the [UNH Police Department](#).

IV. Definitions

Academic Freedom – The general recognition that the University must be free to research, teach, and debate ideas without censorship or outside interference.

A-Frame Exhibit – A movable and self-supported signboard designed to stand on the ground in a temporary outdoor exhibit space. A-frame exhibits may not exceed five feet in height or width.

Amplification – Sound with volume that is increased by any electric, electronic, mechanical, or motor-powered means. Shouting, group chanting, and acoustic musical instruments are not amplified sound and are not subject to the special rules on amplified sound but are subject to general rules on disruption.

Commercial Speech – Primarily advertising or speech with the purpose of initiating or engaging in a business transaction of some kind. Commercial speech has a unique status in constitutional law. While not entirely unprotected, commercial speech enjoys less protection than other forms of speech.

Content Neutral – Regulations applied to expression or speech without regard to the subject matter, substance or message of the expression.

Dissent – Disagreement, a difference of opinion, or thinking differently from others.

Distribution – Individuals handing materials to other individuals who may accept them or refrain from receiving them.

Expressive Activities – Non-curriculum related, verbal or non-verbal behavior or activity that communicates a message, belief, thought or feeling, or otherwise communicates meaning. The term 'free expression' is generally used to convey that not all expressions of ideas or opinions are communicated through speech. Expressive Activities may take the form of a protest, parade, procession, vigil, hosting of a guest speaker, events, marches, display or distribution of published materials, non-commercial transactions and solicitation, handbills and circulars, amplified sound,

digital display, and commercial filming and photography, and pure or symbolic speech (e.g., wearing armbands, silent protests, flag waving, etc.).

Forum – A term referred to as location. A forum in First Amendment law refers to the place in which a speaker engages in expressive activities (or speaks). The First Amendment protections regarding the right to speak and lawfully assemble will vary based on the speakers' chosen forum.

Designated Public Forum – An area that has not been traditionally open to the public but has been specifically identified as such by the University, subject to reasonable time, place and manner restrictions that are content-neutral, and narrowly tailored to serve the University's interest. For example, the Murkland Courtyard and certain green spaces such as the Thompson Hall Lawn and Great Lawn have been designated as public forums.

Limited Public Forum – An area where the University has imposed regulations on speech that are viewpoint-neutral and reasonable in light of the forum's purpose. For example, auditoriums, meeting rooms and athletic facilities are generally restricted to students, excluding the general public.

Non-Public Forum – An area that by tradition or design is not open to the general public or for expressive activities, receives very little protection and therefore subject to reasonable time, place, and manner regulations.

Traditional Public Forum – An area that is historically associated with, or has been dedicated to speech, public debate, and assembly, such as streets, parks, and sidewalks, including those that adjoin public roadways.

General Exhibit – An object or collection of related objects, designed to stand on the ground or on a raised surface, that is not a table, and that is designed for temporary display not permanently attached to the ground.

Heckler's Veto – Circumstances when opponents to a message substantially block the delivery of that message by direct action or shouting down a speaker through protest. Heckler's Veto may also occur when a representative of the public entity accepts limits or restrictions on speech that overrides another speaker, or when the public entity restricts or cancels a speech based on anticipated or actual reactions of the opponents of the speech.

Public Assembly – Any gatherings of persons, including discussions, rallies, and demonstrations.

Solicitation – The sale, lease, rental or offer for sale, lease, rental of any property, product, merchandise, publication, or service, whether for immediate or future delivery; an oral statement or the distribution or display of printed material, merchandise, or products that is designed to encourage the purchase, use, or rental of any property, product, merchandise, publication, or service; or the receipt of or request for any gift or contribution.

Structure – Any object (other than objects such as handbills, signs, notices and posters, arm bands or personal attire) used in the process of expressing views or opinions including, but not limited to, lawn signs, tables (and other structures used to display materials), booths, buildings, billboards, banners, and similar displays.

Third-Party – An entity promoted and executed by an unaffiliated external individual, organization or association that requests use of university facilities or other amenities for its program.

Viewpoint Neutral – Regulations applied to expression or speech not based on its specific motivating ideology or the speaker's opinion or perspective.

V. General Provisions

A permit is required to hold a public event or assembly, except as allowed under the Expressive Activities Forum and Permit Requirements section.

The University reserves the right to require the invited individual or group to provide a certificate of insurance evidencing comprehensive liability coverage for bodily injury and property damage of one million dollars prior to the use of any University space. The sponsoring student or student organization shall be responsible for the conduct of the invited person or organization.

Any student or organization sponsoring an exhibit, as defined in this policy, assumes full responsibility for the exhibit, including all injuries or hazards that may arise from the exhibit. The University shall not be liable for any damage that may occur to the exhibit, and any person or organization sponsoring the exhibit shall indemnify the University for any claims arising from the exhibit's presence on campus.

VI. Reasonable Time, Place and Manner

It is the purpose of these guidelines to support the primary educational purpose of the University and place priority on preserving its limited space and resources to further the institution's mission and related curricular and co-curricular activities.

Free expression does not guarantee unfettered access to property owned or controlled by UNH simply because it is a public entity. The safety and well-being of members of the campus community collectively and individually must be protected at all times.

The University maintains the right to define the time, place and manner in which expressive activities occur on campus and is interpreted and applied so as to respect all federal and state constitutional and statutory rights.

All expressive activities must follow these guidelines, which serve as a mechanism to ensure a successful and safe event:

GUIDELINES AS TO TIME

Generally, daily from 8:00 a.m. to 6:00 p.m. unless noted otherwise. Expressive activities must be conducted in a manner that does not substantially disturb or interfere with academic programs, classroom instruction or normal business operations of the University.

Overnight events, camping in vehicles, tents, or other structures as well as sleeping in public space of any kind on-campus is prohibited. In order to maintain an events calendar that allows for maximum participation by the many groups and units within the University, specific one-time events will be limited to one day or one evening.

GUIDELINES AS TO PLACE

For the purposes of this policy, common outdoor space that is open to the general public (e.g., streets, sidewalks, parks) is also referred to as traditional public forum. So long as student marchers, protesters, picketers, and students distributing leaflets stay on sidewalks in a non-disruptive fashion and obey traffic and pedestrian signals, their activity is constitutionally protected even without a permit.

At each university campus, the limited public forum areas are all facilities, with the exception of the interior or immediate vicinity of university

facilities used to support university research, academic instruction, or support services.

Non-public forums or areas on campus solely for university business or an event, an educational or research function on either a permanent or temporary basis, including classroom and laboratory buildings, libraries, dining areas, university housing facilities, administrative or student offices and buildings designated for authorized access only are prohibited from expressive activities.

Members of the general public and campus community are free to enter university facilities (other than restricted areas) during regular business hours as necessary to transact business, seek information about the University or deliver petitions or correspondence.

University facilities are typically referred to as limited public forums. Members of the general public and campus community are free to enter university facilities (other than restricted areas) during regular business hours as necessary to transact business, seek information about the University or deliver petitions or correspondence. The University may restrict activities or individuals whose message is disruptive or inconsistent with the nature of the office; therefore, indoor demonstrations such as sit-ins continue to be governed by the law of trespass and the Code of Conduct.

In recognition of the healing environment essential to its clinical purposes, dedicated staff actively caring for individuals in vulnerable positions and persons seeking access for urgent, potentially life-threatening conditions, the University asks organizers to help protect our centers by refraining from expressive activities inside and around Psychological and Counseling Services and Health & Wellness.

On the Durham campus, the Memorial Union Building, the Field House, the Whittemore Center, and Wildcat Stadium are subject to other rules and are not public areas for the purposes of this policy.

GUIDELINES AS TO MANNER

- Demonstrations should take place within "sight and sound" of its intended audience.
- Public assemblies and events shall not be permitted if they constitute a clear and present danger to the safety or welfare of persons or property.
- Persons may not block or otherwise interfere with the free movement of persons on any part of the university campus, including the free entry to or exit from university facilities.
- Persons shall not obstruct, disrupt, interrupt, or attempt to force the cancellation of any university-sponsored event or activity or by any users authorized to use university facilities.
- Persons shall not engage in harassing, physically abusive, threatening, or intimidating conduct toward any person. This includes but is not limited to messaging on signs or any forms of stakes.
- Persons shall comply with the directions of a university official acting in the performance of their duties.
- Persons on university premises may be required to provide identification and evidence of qualification to a university official upon request. Evidence of qualification means evidence that the person is a bona fide, student or employee at the institution.
- No persons shall wear masks, facial coverings, or disguises that conceals the identity of the wearer that is calculated to obstruct the enforcement of these rules or the law, or to intimidate, hinder or interrupt a UNH employee or law enforcement officer in the lawful performance of their duty.

- The possession, use, or display of firearms, facsimile firearms, ammunition, explosives, or other items that could be used as weapons and shields are strictly prohibited.
- Laser pointers, body-armor, helmets, sporting protective gear, that alone or in combination could be reasonably construed as worn for participation in potentially violent activities is strictly prohibited.

VII. Civil Disobedience

Legal protest and dissent are different from civil disobedience. Civil disobedience is public, non-violent, and conscientious violation of law undertaken for the purpose of bringing about a change in law, government policies, or society. In the history of the United States, civil disobedience has helped bring about many highly important, desirable changes in law and society. Although deliberate acts that violate the laws, rules, and policies applicable to free expression may constitute civil disobedience, those who commit such civil disobedience should be willing to and must expect to suffer the disciplinary and remedial consequences of their actions as provided by law, rule, or policy.

VIII. Alternative Forms of Expressive Activities

UNH supports the rights of its members to participate in acts of peaceful dissent or not. Although demonstrations serve as a well-known technique to express opinions or concerns, we encourage community members to consider alternative approaches that may prove to be just as effective:

- Write letters to the speaker, sponsoring student organization or department, public representatives, or UNH administrators.
- Write, meet, or speak with representatives of the student governing bodies.
- Author an op-ed and submit it to [The New Hampshire](#) student newspaper to consider for publication.
- Display posters or other passive programming as permitted by a building's posting policy or at your off-campus residence.
- Offer support to friends, classmates, and others who might feel hurt, marginalized, or affected by a speaker's position, proposition or topic of discussion.
- Use platforms like Zoom, Microsoft Teams, or social media applications to host campaigns, involve supporters, or host educational meetings.
- Use an online petition platform such as [change.org](#).
- Donate or fundraise for a specific organization or cause. Fundraising activities by student organizations on campus owned, operated, or controlled property for the benefit of the student organization or for non-university affiliated charitable organizations is explained further in the Student Group Fundraising Activities Policy.

IX. Expressive Forms and Permit Requirements

The process for holding a public assembly or event will vary depending on the nature of the assembly.

Students and recognized student organizations may hold a small event or assembly in a designated area of campus without advanced notice and without being required to obtain a permit, provided the event or assembly does not exceed 25 persons, is not promoted to the public or the general student body by flyers, posters, mailers, broadcast or print advertising, or social media, the area has not been previously reserved or scheduled for a

particular function, and the event does not have general exhibits or tables, amplified or disruptive music, fireworks, food vendors, or BBQ/fires.

Although it is not necessary for organizers planning a small event or assembly to obtain prior permission from the University, they are encouraged to contact the UNH Police Department to identify an appropriate area for the small event or assembly for scheduling purposes to minimize possible conflicts and to request additional information as needed. If the event is smaller than 25 persons, but requires the use of amplified sound, general exhibits or tables, food vendors, BBQ/fires, or marketing to the public, it would require approval through the permit process as prescribed in this policy.

X. Advertising, Promotion and Literature Distribution

POSTING AND ADVERTISING

Members of the university community and student organizations may post signs, notices and posters on designated bulletin boards and kiosks maintained by the academic and administrative departments of the University subject to the approval and reasonable limitations of the appropriate departments. Colleges and departments may adopt reasonable time regulations limiting the time for display of signs, notices and posters on bulletin boards maintained by colleges and departments to maximize everyone's opportunity to use designated areas for signs, notices and posters and may prohibit attaching signs, notices or posters to walls and other surfaces in order to prevent damage to walls and other surfaces.

Posting of any kind must follow the general requirements and remain in compliance with the expectations set forth in the building where such postings occur. Generally, any signage must be free-standing, not affixed to any structure or inserted into the ground.

The University of New Hampshire is the owner of all the rights, title, and interest of its trademarks, service marks, trade names, logos, designs, seals, and symbols, including college, school, programs, innovations, and unit registered trademarks. Trademarks and copyrights are not protected by the First Amendment. There are separate federal and state laws protecting intellectual property; therefore, the University may take action if a public advertisement or social media post violates a university trademark or copyright. The University also may respond with a banner, comment, or post of its own that clarifies when offending posts contain erroneous information or do not reflect the opinions of the University.

TABLING

Tabling for the purpose of distributing non-commercial information is permitted in various campus locations with an approved space reservation or permit. In buildings where tabling is permitted, requests to table should be directed to the department responsible for managing that space. Common indoor locations for tabling include the Memorial Union Building, overseen by the MUB & Student Activities, and residential buildings, overseen by Residential Life and Housing. In outdoor spaces where tabling is permitted, requests to table should be directed to the University Police Department through [securing a permit](#). Recognized student organizations may also receive approval to table through the event approval process.

LEAFLETING

Students may distribute, without registration or advance approval, non-commercial announcements, statements or materials in any public area of the campus, the use of which is not otherwise restricted or scheduled. Students distributing such materials are expected to refrain from littering and may be held responsible for cleanup costs. Leaving materials

unattended on a surface to be picked up is considered littering, not distribution. For purposes of this provision, announcement, statements or materials pertaining to the sale of goods or services authorized by the University are considered non-commercial.

Non-affiliated third parties and agencies who wish to distribute literature or solicit contributions, including requesting a small fee or voluntary contribution for the literature to defray expenses, and engage in sequential, incidental, brief, and transitory verbal interactions with passersby on the sidewalks and in the parking lots on university property must first obtain a permit from the UNH Police Department.

No person may solicit door-to-door in university housing facilities, classroom buildings, laboratories, or administrative buildings under any circumstances. As a general rule, representatives of non-commercial off-campus organizations, such as political, religious, and charitable groups, will not be permitted to solicit on campus.

EMAIL AND TECHNOLOGY RESOURCES

Students and recognized student organizations may maintain email distribution lists for the purpose of promoting events. If university issued email accounts are used for distribution lists, they must include a mechanism for individuals to opt out or unsubscribe from receiving emails. All university issued accounts must adhere to regulations set forth in the University's Acceptable Use Policy.

XI. Meeting Room and Event Space Reservation

For the purpose of this regulation, 'university-related' use shall be interpreted liberally to include extracurricular activities normally associated with university activities or reasonably related to a member of the university community.

The University is comprised of spaces that may be reserved for holding events of varying sizes. Students and student organizations on the Durham and Manchester campuses, can submit room reservation requests in the Memorial Union Building through the [Online Room Scheduling Portal](#). Academic classroom reservations are handled by the Registrar's Office Scheduling Department.

To inquire about other available spaces for an event on the Durham campus, contact [Events and Conference Services](#). Information and instructions for meeting room and event space reservations on the [Manchester](#) and [Concord](#) campuses are also found online.

Non-affiliated third parties must be the guest of a sponsor to properly reserve space on any campus that is not traditionally open to the general public.

XII. Unscheduled Demonstrations

Applying for a permit or reserving a specific campus area in advance is recommended if you are planning an expressive activity, because official approval accords benefits such as coordination with university departments, including arrangements for crowd control, parking, sanitation and restroom facilities, and provisions for protection of the health, safety, and security of persons and property.

To that end, UNH understands that events within our community and around the world demand immediate public outcry. It is not the intent of this policy to limit students from exercising their rights to protest such events. Responsible dissent calls for every Wildcat to be stewards of integrity in

their pursuit to be agents of change. It is inappropriate for events that have been planned to circumvent the policies by claiming to be spontaneous.

XIII. Permit Process for Expressive Activities

All applications for permits shall be assessed on a viewpoint-neutral basis.

There is a presumption in favor of issuing a permit for assemblies and events provided that the registrant demonstrates that compensation will be made to all servicing departments for all expenses resulting from the public assembly or event, including security, custodial service, traffic control, grounds maintenance, food service, and conference or facility arrangements.

If at any point the community's safety is in question, the Chief of Police or their designee, may exercise their discretion in accordance with [N.H. Rev. Stat. § 105:9](#), and detail one or more police officers to attend and remain present for an event, at which time services and any reasonable costs accrued shall be paid for by the responsible party.

The unit or organization requesting a permit shall identify at least one full-time faculty, staff, or student officer to be always present at the assembly or event and to be responsible for the conduct of the event. Non-affiliated third parties applying for a permit must do so through the [UNH Police Department](#).

Failure to obtain and display a permit or violation of the conditions of a permit may result in cancellation of a permit, requirement to leave and not return, or denial of permits in the future.

The following information shall be required, as applicable, from all applicants for each public assembly or event:

1. Proposed date, start and end time, and location of the assembly or event.
2. Expressive activity description, purpose, and anticipated attendance of the assembly or event.
3. Name and address of sponsoring unit or organization.
4. Name and address of person filing application, positive form of I.D., and signature.
5. Name and address of the person in charge of the assembly or event.
6. Type of equipment or structures, if any, to be used during the assembly or event, including posts, anchors, holes, or trenches to be placed in the ground.

If the event or assembly includes general exhibits or tables, music, fireworks, food vendors, or a BBQ/fire, name of all vendors, and descriptions of all sources of flame such as BBQ-type grills (non-commercial, gas or charcoal), open pit, please refer to the [Commercial Activity#Policy](#) for more information.

Applicants, shall consult the following individuals or their designees, as appropriate, about plans for the event or assembly and obtain their signature or other satisfactory evidence of the consultation:

Chief of Police, UNH Police Department (603) 862-1427
 Captain on staff, Durham Fire Department (603) 862-1426

When open sources of flame will be present:
 Director, Plant Maintenance, Leavitt Center (603) 862-3936
 Manager, Grounds and Roads (603) 862-3518
 Office of the President (603) 862-2450

For events or assemblies on Thompson Hall Lawn or Great Lawn:
Manager, Grounds and Roads, (603) 862-3518

For events or assemblies on the Manchester Campus:
Coordinator of Public Safety Security Services
Email: unhm.security@unh.edu

XIV. Permit Appeal Process

A student or student organization that is denied permission for an activity requiring advance permission under this policy may appeal the denial of permission to the Dean of Students to determine the propriety of the order limiting the speech, expression, or assembly. Appeals must be in writing and submitted via email to dean.students@unh.edu within three business days of the denial for review.

The question on appeal shall be whether, under the circumstances as they reasonably appeared at the time of the order, the appellant's speech, expression, or assembly should have been permitted to continue. Such an appeal may be useful to clarify the meaning of a rule, or to resolve a factual dispute that may recur if the appellant desires to resume the speech, expression, or assembly that was limited by the order.

The Dean of Students has discretion to designate another university official to review the contents of the appeal and make the appropriate decision as soon as administratively and expeditiously as possible. Decisions may be communicated in writing, over the phone or by virtual or in-person meeting. All decisions made are final and non-reviewable. Whether the Dean of Students or their designee responds to the appeal is the prerogative of the appointed reviewing officer.

XV. Political Events and Guest Speakers

The University has a long history of hosting candidates, campaigns, political parties and other political organizations in one of its [facilities](#) for events that engage the campus community, the state and the nation in the political process. Accordingly, the institution has established [Guidelines for Hosting Political Events](#). All inquiries should be directed to the [Marketing Office](#) who is responsible for the coordination and management of such events.

Members of the University community and their organizations have the right to invite speakers to address audiences on campus (at the expense of the organization and members), subject only to reasonable and nondiscriminatory regulations governing the use of university facilities. The rights of speakers to freedom of expression under the Constitution of the United States and this policy will be protected. The rights of speakers to speak and audiences to hear free from undue disruption and interference shall also be protected.

Members of the University community and their organizations who invite speakers to address audiences on or off the campus, may not use the name of the University to imply official university sponsorship of the speaker in advertising or publicizing the event, except to identify the location of the event.

Grievance Procedures

UNH is committed to promptly and effectively resolving student grievances. Students are encouraged to proactively resolve disputes and openly discuss situations they perceive as unfair at the level they occur. Most concerns can be resolved by speaking directly with a specific department and/or individual before initiating a formal grievance process.

I. Definition

Not every written inquiry or request from a student for university assistance or university action constitutes a grievance.

For purposes of this policy, a grievance is a student request for relief or redress after they have experienced harm or deprivation that is filed after the student has exhausted the established procedures (if any) available for addressing the issue.

II. Resolving a Conflict or Concern

The best venue to resolve a concern can vary based on the controlling facts and source of the issue. Students needing support or consultation in deciding how best to resolve their concern may [contact the Dean of Students](#) for assistance.

Concerns about Employees

Students should discuss concerns regarding employees (faculty and staff) with the employee directly. However, a student is never required to confront an employee whose behavior they believe to be threatening, intimidating, harassing, or otherwise abusive. For information regarding reporting discrimination, discriminatory harassment, and sexual misconduct, refer to the Other Grievances Process section below.

In all other matters, if either (a) the student feels that direct discussion would be counterproductive or (b) after speaking with the employee, a student needs additional assistance, the student may speak with the following individuals:

- Concerns about faculty: The chairperson of the faculty member's department
- Concerns about staff: The staff member's supervisor or department head

If the matter is not resolved at this level, the student may talk with the following individuals:

- Concerns about faculty: The associate dean of the student's college or school
- Concerns about staff: The Vice President, Vice Provost, or other unit head who oversees the department in which the staff member works

Concerns about Departments

Students concerned about an academic or staff department may talk with the chair or director and/or supervisor of the department. If the matter is not resolved at this level, the student may talk with the Vice President, Vice Provost, or other unit head who oversees the department.

III. Grievance Process Overview

If the student cannot resolve their concern through the steps described above, they may file a grievance. When filing a grievance through this process, students should take the following steps:

1. Confirm that there is no existing process for resolving the issue, such as those outlined below in the Other Grievance Processes section, for resolving their issue.
2. If no such process exists, to resolve an issue, students should first speak directly with the UNH employee responsible for the service or concern as described above in the Resolving a Conflict or Concern section.

3. If the student is not satisfied with the outcome of this process, they may file a grievance by completing the [Student Grievance form](#). When completing the form, students will be asked to provide specific information about the concern, measures the student has already taken to address the concern, and what resolution the student is seeking. Students are responsible for providing details and evidence to contextualize and support their claims.

The Dean of Students will receive all grievances and advance the issue to the appropriate department or designee of the students' primary campus.

This grievance process is not intended to overturn decisions made by employees or departments with the authority to make such decisions. The process allows the Dean of Students to work with students to explore and facilitate a potential resolution to their concerns if such a resolution is possible.

If a student has already utilized another process described below in the Other Grievance Processes section, this grievance process is not an appeal to re-examine a decision made through one of those processes and will not overturn a prior decision.

IV. Other Grievance Processes

There are many existing resolution processes at UNH. If a concern falls into one of the following categories, students should use the process outlined below to resolve it.

- **Discrimination, Discriminatory Harassment, and Sexual Misconduct.** Allegations of sexual misconduct, harassment, and unlawful discrimination are addressed exclusively under the [Sexual Misconduct and Sexual Exploitation Policy](#) and [Discriminatory and Discriminatory Harassment Policy](#) and should be brought to the attention of the [Civil Rights and Equity Office](#).
- **Other Student Misconduct.** Complaints about student conduct involving possible violations of university policies or the Code of Conduct should be brought to the attention of the [Office of Community Standards](#).
- **Grievance Procedure for Accommodations:** Information on options for resolving accommodation-related concerns can be found on the [Student Accessibility Services website](#). Unresolved concerns regarding Student Accessibility Services should be reported to the [Civil Rights and Equity Office](#).

Hazing

Hazing is strictly prohibited at the University of New Hampshire. Hazing is defined as any activity, whether on- or off-campus, expected as part of joining or participating in, a group or organization, that causes or has the potential to cause mental, emotional, or physical harm, damage or theft of property, humiliation, or degradation. Hazing includes any request, requirement, or obligation to participate. Students can be responsible for hazing by committing any of these actions as active members of an organization. In addition to committing these actions, hazing could also include facilitating or promoting the activity as well as being a bystander and not intervening to stop the activity. Any student or organization alleged to have violated this policy could be subject to sanctions under the UNH Code of Conduct.

For more resources regarding hazing visit the [Off-Campus Engagement and Fraternity and Sorority Life website](#).

New Hampshire State Law

In addition to University policy, New Hampshire law makes it a crime for an individual or organization to participate in "student hazing" or to fail to report incidents of student hazing. If you are unsure as to whether an activity would be considered hazing or if you believe you have witnessed or been a victim of hazing, you can contact any of the following offices for assistance.

Resource	Phone Number
Memorial Union Building & Student Activities	603.862.4600
Office of Off-Campus Engagement & Fraternity and Sorority Life	603.862.1002
Dean of Students	603.862.2906
Air Force ROTC	603.862.1480
Army ROTC	603.862.1078
Athletics	603.862.4051

To anonymously report inappropriate behavior and/or allegations of hazing, please contact the Hazing Hotline at (603) 862-3686 or the [Civil Rights and Equity Office](#).

Health Insurance and Immunization

I. Immunizations

Prior to matriculation at UNH, all students that are enrolled in at least one in-person course at UNH are required to provide proof of immunization or demonstrate their immunity to specific vaccine-preventable diseases as outlined below.

Required

- Measles, Mumps, Rubella (MMR): 2 doses at least 28 days apart, initiated after 12 months of age, or immune titers
- Meningococcal (ACWY): 1 dose required within 5 years of enrollment; a booster dose required if initial dose administered prior to age 16
- Tetanus, Diphtheria, Pertussis (Tdap): within 10 years, after completion of primary series
- Chicken Pox (Varicella): two doses of vaccine, separated by four to eight weeks, or immune titer

Strongly Recommended

- Influenza: annually
- COVID-19: Staying up to date per Centers for Disease Control and Prevention (CDC) guidelines.
- Hepatitis B: series of 3 doses
- Human Papillomavirus (HPV): series of 3 doses

Students failing to meet this requirement will have a registration hold placed on their account for the subsequent semester.

More information on immunization requirements can be found on the [Health & Wellness website](#).

II. Health Insurance

With the exception of students enrolled in an [online degree program](#), the University requires full-time degree students to have health insurance as a condition of enrollment. Students need to provide proof of insurance each academic year. Health insurance is separate from the Health & Wellness

and Psychological and Counseling fees. It helps to ensure access to health care coverage beyond the care and services covered by these fees, e.g. local specialist or hospital care.

International students with F1 or J1 Visas are required to purchase the University Student Health Benefits Plan.

Students are enrolled in and charged for the University sponsored Student Health Benefit Plan (SHBP) by default if they don't submit proof of insurance by the semester deadline. More information on this requirement and the Student Health Benefit Plan can be found on the [Health & Wellness website](#).

Intercollegiate Athletics

I. Certification and Eligibility

The UNH compliance staff, in conjunction with the Registrar's Office, is responsible for compiling and verifying the data that the institution's Eligibility Committee relies upon to certify the eligibility of all student-athletes for practice, competition, and athletically related financial aid in the intercollegiate athletics program, which operates under the terms and conditions of the bylaws of the NCAA and member conferences. Undergraduate students enrolled in the Thompson School or at UNH Manchester are not eligible for participation in intercollegiate athletics under NCAA rules.

II. Funding

It is the policy of the University of New Hampshire that male and female student-athletes have equitable access to funds for athletic scholarships for participation in intercollegiate athletic programs. Criteria and procedures for awarding such scholarships shall be formulated by the director of the Department of Intercollegiate Athletics (University Senate; March 17, 1975).

III. Intercollegiate Athletics

The University is a member of the National Collegiate Athletic Association, the America East Conference, the Colonial Athletic Association, Hockey East, Eastern Atlantic Gymnastics League, Eastern College Athletics Conference, and Eastern Intercollegiate Ski Association and is governed by those rules and regulations that are on file in the Intercollegiate Athletics Office in the Field House.

IV. UNH Policy on Scheduling of Games and Practices

The University of New Hampshire, first and foremost, is dedicated to the promotion of learning and scholarship, and to meeting the public need for educated citizens. The University achieves that goal by completing its three-fold mission of teaching, research, and public service. UNH also values the role played by athletics in the life of the community. Student-athletes are representatives of the University in intercollegiate competitions, and their athletic and academic excellence brings credit to UNH. The University recognizes that student-athletes must balance the demands of their sport with the academic obligations they assume when they enter an institution of higher learning. The following policy is designed to acknowledge that challenge and to assist the student-athletes, as well as faculty members, coaches, and administrators, in managing conflicts that could arise between the legitimate demands of both academics and athletics

Policy on Games During Academic Semester

- UNH student-athletes have the responsibility of notifying each of their instructors before the end of the period for adding classes about any possible conflict between scheduled class meetings, exams, or assignment due dates, and scheduled athletic contests, especially those involving travel off-campus. Such notification shall be in writing or by email and shall include specific information about the dates the student will not be in class, nor available for an exam. Student-athletes are responsible for completing all reading and acquiring all lecture notes and other material introduced in the class during their absence.
- UNH faculty are requested to be flexible and offer reasonable accommodations for student-athletes whose schedule of intercollegiate athletic contests requires them to be absent from class, or miss scheduled quizzes, exams, or assignment due dates. The specific accommodation offered shall be determined by the faculty member, but might include make-up quizzes, alternate due dates, or rescheduling of exams. The faculty member retains the right to make the final determination about course scheduling, academic requirements, and assignment due dates. However, given that student-athletes represent the University when participating in competitions away from campus, absence by student-athletes resulting from their travel to, or participation in a regularly-scheduled intercollegiate athletic contest, about which the faculty member has been properly notified, shall not incur an academic penalty (i.e., lower grade), even when a portion of the grade in a course is based on attendance.
- Except for absences resulting from travel to, or participation in regularly-scheduled intercollegiate athletic contests about which the instructor has been properly notified, UNH student-athletes shall have the responsibility of attending class, sitting for exams, and meeting assignment due dates on the same schedule as other students enrolled in the same course and may be penalized for absences other than those resulting from such travel or participation.

Policy on Practices During Academic Semester

- NCAA bylaws state that no class time shall be missed for practice activities except when a team is traveling to an away-from-home contest and the practice is in conjunction with the contest.
- No faculty member may excuse UNH student-athletes from class, or from an exam, quiz, or assignment, because of a conflict with regularly-scheduled athletic practices. If it becomes apparent that such conflicts will occur regularly during a semester, the student-athlete should consider dropping a course or otherwise altering their academic schedule to avoid excessive absences.
- Student-athletes should notify coaches as soon as possible of any conflict that arises between an academic obligation (such as a common exam) and regularly-scheduled practices when such conflicts cannot be resolved first through consultation with the course instructor involved.
- Student-athletes are required to attend class as provided in the NCAA bylaws. UNH coaches shall have the option of excusing a student-athlete from a scheduled practice for other academic reasons. Coaches are encouraged to be flexible in considering conflicts that occasionally arise between the academic and athletic obligations of the student-athlete. The decision regarding excused release from practice for other academic purposes shall be made by the coach, and not by the student-athlete or faculty member involved. Except during final exams, no UNH athletic coaches shall be required to alter

their regular practice schedule, or excuse an athlete from practice, to accommodate the academic schedule of a student-athlete.

- In the event of an unresolvable problem, ultimately student-athletes are responsible for deciding what is in their best interest, and accordingly, determining the outcome of all conflicts between academic and athletic obligations.

Policy on Game Scheduling During Exams

- The Department of Athletics, in cooperation with the Coaches of UNH intercollegiate teams and their respective conferences, should make every effort to avoid scheduling games or meets during the period of final exams for both the Fall and Spring Semesters.
- Notification of the UNH final exam schedule, along with a copy of this policy, should be forwarded to the various athletic conferences as soon as the exam schedule is made available by the University.
- Because conflicts may occasionally arise between the UNH exam schedule and regular-season games, championship meets, or conference playoffs in which a UNH team or individual athlete may be expected to compete, UNH student-athletes shall have the option of declining to participate in those games, meets, or matches in order to devote time to preparation or completion of final exams.
- In the event of a conflict between final exams and a scheduled athletic contest, student-athletes have the responsibility to notify as soon as possible the instructor(s) of the course(s) involved in the conflict. Student-athletes have the option of requesting a rescheduling of the exam, and faculty members shall make every reasonable effort to accommodate student-athletes. The final decision regarding rescheduling exams, or assignment of alternate coursework remains with the faculty member. Student-athletes are responsible for completing their exams and assignments according to the schedule determined by the instructor of the course.
- Participation in a scheduled athletic contest during the final exam period shall not be considered a sufficient reason for requesting or issuing a grade of incomplete (IC).

Policy on Practice During Final Exams

- Student-athletes must be given every reasonable opportunity to prepare and successfully complete final exams and other assignments required in their academic courses.
- Athletic coaches may not schedule mandatory practices, scrimmages, or other mandatory team or individual training during final exam periods.
- Athletic coaches may schedule optional workouts or practices and are encouraged to remain flexible in offering such opportunities to their athletes.
- Consistent with space and personnel constraints, the Athletic Department shall offer access to various training and practice facilities on a flexible schedule during final exam periods.
- Student-athletes may not reschedule a final exam or postpone a final assignment due date, because of a conflict with a scheduled but optional individual or team practice session.

Library Policies

I. University Libraries

The [University Library](#) on the Durham campus consists of the main [Dimond Library](#), which hosts a writing center and IT support; two science branch

libraries: the [Kingsbury Library](#) and the [Physics Library](#); and a storage building.

The [UNH Manchester Library](#) is located on the Manchester campus. The [UNH Law Library](#) is located in Concord.

Additional policies for each library may be found on their websites or by asking the staff at any Library location.

II. Library Hours

Hours for all libraries are posted on each library's website ([Durham](#), [Manchester](#), and [Law](#))

III. General Policies

Students are welcome in the libraries during all open hours. Some areas are available for collaborative work while other areas have been designated "quiet zones."

All students wishing to borrow items from a library must show their UNH identification cards, although the Durham and Manchester campus libraries will also accept another valid photo ID. A borrower of any library material is held responsible for its return by the due date, or renewal if applicable. In Durham, non-reserve materials may be returned at the Dimond Library, any branch library, or the outdoor book drop at the Thompson Hall parking lot. Reserve materials must be returned to the library location from which they were borrowed.

IV. Borrowing

Most Durham and Manchester library materials may be borrowed for four weeks (Law material for two weeks) and are subject to immediate recall if needed for reserve or if urgently needed by another borrower. A "hold" may be placed on any book in regular circulation. Reserve books circulate for a more limited time and most Special Collections and reference materials do not circulate. Many periodicals, ebooks, and media may be accessed electronically through the UNH Durham [library website](#). Other materials (DVDs, print journals, popular magazines, laptops, media equipment, etc.) may have different borrowing terms.

V. Fines

Fines for some overdue materials are charged to ensure equal access to materials for all library users. More information on consequences for not paying fines can be found in the *Failure to Pay University Accounts* section of the *Financial Responsibilities* policy. The system of fines is established by the Dean or Director of each library. Books that are damaged or lost may be charged the cost of replacement plus a processing fee. When materials are returned within a year and undamaged, the replacement cost will be credited. Anyone who steals or willfully mutilates library materials or property will be subject to disciplinary and/or legal action.

VI. Use of Library Computing Technology

Use of the library's technology resources is subject to the provisions described in the [Acceptable Use Policy for Information Technology Resources](#).

On-Campus Housing Requirement

The University of New Hampshire considers the residential experience an essential educational and campus experience. New undergraduate, full-time, first-year, and transfer students, who are under the age of 21, on the UNH Durham campus are required to live on campus for four (4) semesters

unless approved for an exemption by UNH Housing. Living on campus is defined as living in a university-owned residence hall or apartment. A complete list of university-owned housing options can be found on the Housing & Residential Life website.

Undergraduate students aged 21 or older, graduate, non-degree seeking, fully online students, UNH Franklin Pierce School of Law, UNH College of Professional Studies (including Manchester and Online), and all part-time undergraduate students are automatically exempt from this policy and do not need to submit an exemption request. Students who are not automatically exempt, may request an exemption for the following reasons (supporting documentation and/or additional verification may be required):

- Student has a parent or legal guardian that lives within a commutable distance (generally within 30 miles) of campus and the student will be living with them
- Student is married, in a legally recognized civil union, and/or has a dependent
- Student is active military and/or has veteran status
- Student has extenuating financial circumstances
- Student has a qualifying ADA/Section 504 and/or religious accommodation that cannot be met by on-campus housing
- Student is approved, via a University-designated process, to live in a UNH-recognized fraternity or sorority house
- Student has completed four (4) semesters of living on-campus at any institution of higher education
- Student has a circumstance beyond their control, as determined by the University, that prevents them from being able to live in on-campus housing

Every semester a student is required to live on-campus and does not have an on campus housing assignment, or an approved exemption request on file, they will be charged for one semester at the current traditional residence hall double room rate.

If a student moves out of their on-campus housing assignment during the fall or spring semesters, whether the semester counts as a full semester towards the four-semester requirement under this policy depends on the student's move-out date. If the student's move-out date is prior to mid-semester as defined in [the academic calendar](#), the semester will not count as a full semester under this policy. If the student moves out after mid-semester, then the semester will be counted as a full semester under this policy.

Exemption Process

1. Student must submit the On-Campus Housing Requirement Exemption Request by June 1 (for students with an academic year housing agreement - Fall & Spring semester) or January 1 (for students with Spring semester only housing agreement). Requests must be completed in full and include required supporting documentation.
2. UNH Housing will evaluate requests and notify the student of a decision as soon as possible. All decisions will be sent to the student's UNH email account.
3. If the request is approved, the student will be exempted from housing for the semester(s) listed in the approval notification. The student's assignment will be canceled if the student has a housing assignment for the respective semester(s).
4. If the request is denied, the student can submit an appeal of the decision to UNH Housing within three (3) days, to be reviewed by the

Director of Housing. A decision on the request will be made as soon as possible and sent to the student's UNH email account.

Students are only exempted from any requirements of this policy once they receive written approval from UNH Housing. This policy remains in full effect for a student pending the outcome of an exemption request or an appeal request.

Student Organizations

I. Policy Statement

The University of New Hampshire recognizes that organized student groups are a valuable part of the student educational environment. Student organizations further the University's educational mission. They are responsible for making positive contributions to the primary educational mission of the University and are expected to encourage intellectual and social development of members. In addition, these groups are expected to complement the University's mission and to comply with campus policies, rules, and regulations, as well as federal, state, and local laws. Recognition shall not be construed as agreement, support or approval by the University, but only as recognition of the rights of the organization to exist at the University, subject to established conditions.

II. Scope and Application

This policy applies to student organizations who have obtained official university-recognition at the University of New Hampshire and its component campuses. Any student group that has not met the requirements for registration or received official recognition is not afforded the benefits of privileges or otherwise covered by this policy. The University of New Hampshire does not exercise any control, supervision, or responsibility for any non-registered organization's activities.

The University acknowledges the right and privilege of individual students and groups of students to assemble peacefully on campus for any lawful purpose. The University may impose reasonable time, place, and manner restrictions on the exercise of the right of peaceful assembly to ensure that the essential operation of the University or the rights and/or welfare of other members of the university community are not impaired, diminished or threatened as described in the Freedom of Expression Policy.

III. Terms and Definitions

Fraternities and Sororities – Organizations whose mission, principles, and values are primarily social in nature and is chartered, or in the process of being chartered, by a national organization and in good standing with that organization. All members of the fraternity or sorority must be undergraduate, degree-seeking students enrolled at the University of New Hampshire. A fraternity or sorority must be a member of the appropriate governing council at UNH. Exceptions for charters with local organizations may be considered, but typically not granted.

Recognized Student Organization (RSO) – An umbrella term defined as a group whose primary membership consists of students currently enrolled at the University of New Hampshire; directed by students; formed in order to contribute to students' personal and professional development; and which has complied with all registration requirements for the purpose of obtaining university-wide recognition and official identification as an affiliated group.

Registration – The annual process in which student organizations register to achieve or renew university-wide recognition. Recognized student organizations and governments may establish additional requirements for office or membership so long as they are not unlawfully discriminatory, compliant with the law and not in conflict with the Code of Conduct or university policy.

Sport Clubs – Organizations that exist to promote and develop interest in a particular sport or physical activity and may be instructional, recreational, or competitive in nature. Sport clubs are primarily comprised of students who direct, operate, and are responsible for the organization; faculty and staff are allowed to participate in organization activities at the discretion of the student members. Sport clubs may represent the University in intercollegiate competitions or conduct intra-club activities such as practice, instruction, social, and tournament play. Some competitive sport clubs have specific membership eligibility guidelines set by the respective sport governing body, which have specific standards for collegiate competition.

University Recognizing Agent – Any formal university department or affiliated entity authorized to assist with the annual registration process and act as a liaison for compliance with appropriate university policies.

IV. University Recognizing Agents and Classifications

The Memorial Union and Student Activities is the official University Recognizing Agent on the Durham campus for Student Organizations or otherwise voluntary special interest groups who unite for educational, social, recreational, and service purposes. Student Organizations may include faculty, staff, and community members; however, they are primarily comprised of the undergraduate student body and for which control, operation, and responsibility of the organization reside with the students.

For the purposes of this policy, the following entities also serve as official recognizing agents:

- The Office of Off-Campus Engagement and Fraternity & Sorority Life is the official University Recognizing Agent for Fraternities and Sororities.
- Campus Recreation is the official University Recognizing Agent for Sport Clubs.
- The Office of Student Engagement is the official University Recognizing Agent for student organizations at the College of Professional Studies.
- The Student Bar Association is the official University Recognizing Agent for student organizations at the Franklin Pierce Law School.

V. Review Process for Groups Seeking Recognition

Recognition is determined by assessing the student organization's relationship to the university, the purpose and scope of its activities, the university population served, potential duplication of an existing RSO with a similar purpose and the perceived potential risk to participants and the university. Groups seeking recognition will be referred to the affiliate recognizing agent based on the appropriate criteria. As such, this process creates a mutually beneficial relationship between student organizations and the university.

VI. Recognition Appeal Process

If a student group has been denied recognition, the decision may be appealed to the University Recognizing Agent's designee.

DURHAM CAMPUS

Any group of students seeking recognition as a student organization must apply and receive approval through the respective recognizing agent based on criteria established by said recognizing agent.

- Groups that apply for recognition and receive approval will be granted recognition indefinitely provided the organization satisfies their requisite obligations and is in good standing.
- Prospective organizations may apply for recognition after University Day in the fall semester, through the week before spring break.

COLLEGE OF PROFESSIONAL STUDIES

Any group of 3 or more matriculating students within the UNH College of Professional Studies Manchester Campus is eligible to apply for recognition by the Office of Student Engagement¹.

- Groups who apply for recognition and receive approval will be granted recognition indefinitely, provided they maintain all standards set forth in the Student Organization Policies and the Student Rights, Rules, and Responsibilities.
- Prospective student groups may apply for recognition at any time during the Academic Year.
- Representatives of all current groups seeking to be recognized for the next Academic Year must complete annual expectations for continued recognition. The re-recognition process takes place from the first week in April until the end of the Academic Year. Student groups that miss the first deadline will be eligible to apply for re-recognition during the first two weeks of the following Academic Year.
- The Office of Student Engagement has the authority to revoke the recognition of an active student group at any point during the Academic Year.

FRANKLIN PIERCE UNH SCHOOL OF LAW

Students enrolled at UNH Franklin Pierce School of Law shall follow the processes and procedures for student organizations as outlined by the Student Bar Association. UNH Franklin Pierce School of Law students are subject to the UNH Franklin Pierce School of Law Student Code of Conduct.

VII. Rights and Privileges

RSOs are entitled to the following rights and privileges subject to all other relevant policies of the University:

FINANCE

- Financial services support.
- Ability to fundraise, following university policy.

MARKETING

- Use of the University name, in accordance with established protocols.
- Student organization recruitment activities such as University Day (U-Day) on their respective campus.

- Organization management software for organizational promotion, recruitment, and administrative processes.

PHYSICAL SPACE

- Request to use approved campus facilities and services.

COLLEGE OF PROFESSIONAL STUDIES

FINANCE

- Receive a designated amount of money per semester to help fund the needs of the organization. The designated amount is to be determined by the Office of Student Engagement at the beginning of each academic year.
- Ability to request additional funding from the Office of Student Engagement.

MARKETING

- Use of virtual advertising resources, such as Pandora Net².
- Use of physical advertising resources, such as The Flush and posting on designated bulletin boards on university property, in accordance with university policy.

SERVICES

- Print materials for meetings and programs.
- Support in planning off-campus events.
- Utilization of Pandora Net for attendance tracking.

DURHAM CAMPUS

FINANCE

- Funding requests to the Student Activity Fee Committee.

LEADERSHIP DEVELOPMENT

- Advising and consulting support.
- Leadership trainings, conferences, and community engagement.

MARKETING

- Virtual advertising resources such as Catalyst and the University calendar.
- Physical advertising resources such as posting in university buildings, residence halls, and on designated bulletin boards on university property, in accordance with posting policies.

RISK MANAGEMENT

- Advising and consulting support.

SERVICES

- Booking support for travel by respective recognizing agent's department in accordance with established protocols.
- University insurance coverage when applicable.
- Receive mail in the mail room.

FRANKLIN PIERCE SCHOOL OF LAW

Students enrolled at UNH Franklin Pierce School of Law shall follow the processes and procedures for student organizations as outlined by the Student Bar Association. UNH Franklin Pierce School of Law students are subject to the UNH Franklin Pierce School of Law Student Code of Conduct.

VIII. Universal RSO Obligations

All student organizations who have obtained university-wide recognition must comply with the rules, responsibilities, and obligations stated below. The University may take action and employ a range of measures for organizations who fail to abide by these responsibilities including and up to indefinite loss of recognition.

Compliance with Law and University Policies

- RSOs must be established for the purposes of and consistent with the broad educational mission of the University.
- RSOs must adhere to local, state and federal law and are supportive of the regulations, guidelines and policies of UNH including the University's prohibition on hazing.
- UNH is committed to ensuring equal employment, educational opportunities, and access to services, programs, and activities without regard to an individual's race, color, national origin, sex, religion, age, disability, gender, pregnancy, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, or ex-offender status. No RSO shall be recognized if its constitution, rules, regulations, or practices violate the University's Civil Rights and Discriminatory Harassment Policies. Student organizations that select their members or officers on the basis of commitment to a set of beliefs may limit membership, officer positions, or participation in the organization to students who affirm that they support the organization's goals and agree with its beliefs, so long as no student is excluded from membership, officer positions, or participation on the basis#of a protected characteristic.
 - Exception: Title IX does not apply to the membership practices of social fraternities and sororities which are exempt from taxation under section 501(a) of the Internal Revenue Code of 1954, the active membership of which consists primarily of students in attendance at institutions of higher education (20 U.S.C. § 1681(a)(6)(A); 34 C.F.R. § 106.14).
- No RSO may adopt or maintain a bylaw or constitution that is inconsistent with, conflicts with, or appears to otherwise contradict the standards articulated in the Student Code of Conduct.
- Each organization is required to exercise responsible management and financial integrity.
- Achieve and maintain recognition by one primary approved University Recognizing Agent that is responsible for the actions of the organization.
- Appoint a University of New Hampshire employed staff or faculty advisor.
- Prohibited from signing commitments, contracts, or invoices on behalf of the University or the student organization.

ALCOHOL, NICOTINE, AND OTHER DRUGS

- RSOs are prohibited from using personal or organization funds to purchase alcohol, nicotine, or other drugs for any organization formal and informal business meetings or sponsored activities.

- Prohibited from using university funds, membership dues, gift funds, student activity fees, or any monies collected or donated with the intent to support student organization business.
- RSOs recognized by the MUB and Campus Recreation may not promote, host or co-sponsor an event where alcohol, nicotine, or other drugs are given away, sold, or provided.
- RSOs are prohibited from hosting events in which promote the sale or gift of alcohol, nicotine, or other drugs.
- Fraternities and Sororities hosting gatherings where alcohol is present follow and adhere to the Social Events Policy.

FINANCES

- May not fundraise nor use University funds for the purpose of financial gain of individual members.

MARKETING

- Clearly indicate the organization as sponsor on all announcements, flyers, letters, posters, social media posts, etc., promoting or describing events, meetings, or programs.

MEMBERSHIP

- Hold membership of the organization accountable to the organization's governing documents.
- Conduct fair elections and/or appointments of officers.
- Permit members to disassociate at any time.
- Update organization information in a timely manner in organizational software management system(s).
- Fraternities and Sororities must establish recruitment, intake and selection processes that are selective in nature with an initiation practice dictated by the national organization.

OPERATIONS

- Register any plans for travel with respective recognizing agent. RSO travel is defined as any off campus outing where members of the group are representing the University or could be perceived as affiliated with the University.

College of Professional Studies

MARKETING

- Adhere to all posting policies of spaces within the University, including but not limited to bulletin boards, classrooms, and gathering spaces such as the Student Commons, Café, and Learning Commons.

OPERATIONS

- Must be established and directed by matriculating students on the UNH College of Professional Studies Campus³.
- Confer with Office of Student Engagement Staff when updating organization information including but not limited to the name of organization, constitution, and/or statement of purpose.
- Meet with the Coordinator of Student Involvement of the Office of Student Engagement (or designee) on a periodic basis if the organization is struggling or in danger of losing recognition status.

DURHAM CAMPUS

FINANCES

- Use an on-campus or University fund if the RSO will accept monies unless the organization is currently incorporated inter/nationally or with the State of New Hampshire.
- Sell tickets through Memorial Union & Student Activities ticketing services for all student organization-sponsored events that charge admission unless otherwise required by a national organization.

MARKETING

- Adhere to all posting policies by the town of Durham and spaces within the University, including but not limited to the Memorial Union Building, residence halls, and academic buildings.
- Gain permission from the respective recognizing agent's Director when seeking to obtain an organizational website.

OPERATIONS

- Must be established and directed by matriculating students on the UNH-Durham campus.
- Confer with Memorial Union & Student Activities staff when updating organization information including but not limited to the name of organization, constitution, and/or statement of purpose.

FRANKLIN PIERCE SCHOOL OF LAW

Students enrolled at UNH Franklin Pierce School of Law shall follow the processes and procedures for student organizations as outlined by the Student Bar Association. UNH Franklin Pierce School of Law students are subject to the UNH Franklin Pierce School of Law Student Code of Conduct.

IX. Student Governance

Although not RSOs, the following student governance groups, in conjunction with the respective recognizing agent, inform and support the function and operation of RSOs. The following governance organizations are university-wide elected student bodies that participate in the shared governance of the institution. They are official representatives of student opinion for the constituencies served by that group.

- Graduate Student Senate – Durham
- Student Government Association – College of Professional Studies
- Student Senate – Durham
- Student Bar Association – Franklin Pierce School of Law

X. Addendums

¹Students attending the College of Professional Studies Online Campus may speak with the Coordinator of Student Involvement about applying for recognition or joining an on-campus organization.

²Only students attending the College of Professional Studies Manchester Campus have access to the virtual advertising resource, Pandora Net.

³Students attending the College of Professional Studies Online Campus may speak with the Coordinator of Student Involvement about establishing or directing an organization.

Residential Policies and Regulations

Many UNH students are a part of the community living environment provided by UNH's residence halls and apartments. As a resident, students can immerse themselves in a community of fellow students, live right on UNH's campus, and enjoy conveniences not found in most student apartments.

In addition to the policies described in the [Prohibited Conduct section](#) of UNH's Code of Conduct, all students living in UNH's residence hall or on-campus apartments and their guests are expected to adhere to the Residential Policies and Regulations. In addition, some of the policies in the Students Policies and Regulations section have specific guidelines for students living in the residence halls: (1) Alcohol and (2) Fire Safety.

Alteration of Premises/Removal of Furniture

No changes may be made to the building or its fixtures by students individually or in groups without the expressed written permission of UNH Housing. The student or any person acting without said permission shall refrain from:

1. Removing any item of University equipment/furniture from the room or premises.
2. Altering or replacing the present locks or other security devices or installing additional locks or security devices.
3. Making any structural or electrical alterations to the room.
4. Using nails, screws, bolts, or decals upon the furniture, walls, doors, woodwork, ceiling, or floors of the room or apartment or otherwise defacing, painting or marring such surfaces.
5. Making unauthorized repairs to or painting the room or apartment.
6. Removing window screens.
7. Building partitions or making alterations to furniture.

Animals

Pets or animals of any kind, except non-dangerous fish, are prohibited in University housing. One ten-gallon tank containing non-dangerous fish is allowed per room.

Service Animals: Service animals are allowed in University housing. See the [Room & Board Agreement](#) for additional information pertaining to service animals.

Emotional Support Animals: Emotional Support Animals (ESAs) are considered a housing accommodation and must be approved by UNH Student Accessibility Services and UNH Housing prior an ESA being allowed in University housing. Additional information about housing accommodations is available on the [Housing & Residential Life website](#).

Common Areas

The University strives to create an atmosphere of respectful, diverse opinion and expression. Although our community aspires to extend this atmosphere into student residential facilities, it is important to note that residences are unlike other campus facilities, and that some kinds of expressive conduct are subject to reasonable time, place, and manner restrictions. Students are expected to use good judgment when engaging in expressive conduct or displaying material in the common areas of the residence hall. These include any areas outside of a student room, including lounges, hallways, common bathrooms, public kitchens, and hallway doors where community members must pass every day and therefore cannot avoid. The display of materials in the common areas shall be defined to include, but not be limited to, photographs, posters, written materials, videos, and live performances.

1. Students and guests are prohibited from displaying material in common areas that disrupt or would likely disrupt the educational mission of the University, including, but not limited to, materials that are pornographic, obscene or create a hostile environment sufficiently severe or pervasive to alter the conditions of other residents' ability to sleep, study or repose.
2. Students and guests are prohibited from displaying materials that are harassing or threatening to others. Please refer to the UNH

Discrimination and Discriminatory Harassment policy for more information.

3. Videos shown in the common areas shall comply with all applicable copyright laws.
4. Taking furniture or other items from common spaces and placing them in student room or apartment is prohibited.
5. Overnight sleeping in common areas is prohibited.
6. Single-use bathrooms, as well as common bathroom shower and bath stalls, are single use only.

Guests and Visitors

Please reference Prohibited Conduct in Student Code of Conduct. In addition, the following applies to on-campus housing:

1. Guests must be always escorted by their host student while visiting in the building.
2. Overnight guests are not permitted in University housing without advance permission of all students of the room/apartment in which they are staying.
3. Overnight guests may not stay longer than two nights in any given week.
4. Per Durham Fire Department, the following maximum occupancies apply for University housing:
 - a. No more than ten (10) people may be in a residence hall or apartment bedroom, at any time.
 - b. No more than 20 people may be in a residence hall suite (all rooms in suite combined) or apartment (all rooms in apartment combined) at any time.

Noise

Each student shall respect and observe the rights of other students occupying University housing. Noise that is disruptive to others, including hall and apartment staff, is prohibited. Courtesy hours are always in effect and residents are to respect requests of others for quiet.

Nighttime hours are "quiet hours" when residents are to be especially aware of the volume and impact of their noise. Hall councils may choose to extend quiet hours but may not shorten them. Quiet Hours may also be extended during finals and break periods at the discretion of Housing and Residential Life.

- Residence Hall Quiet Hours:
 - Sunday – Thursday: 10:00pm-7:00am
 - Friday and Saturday: 12:00am-8:00am
- Apartment Quiet Hours:
 - Sunday-Thursday 11:00pm-7:00am
 - Friday and Saturday: 1:00am-8:00am

At no time should amplified sound or yelling be directed out or at resident's windows. Residents are to maintain reasonable quiet in courtyard areas at all times. The placement of stereo speakers in such a manner that sound carries out from the apartment or room is strictly prohibited. Compliance with the Durham noise ordinance is required.

Posting/Solicitation

Commercial activity, solicitation or advertising is not permitted in or around University housing unless prior approval by the University Police

Department has been obtained. The only exceptions are activities permitted under University Rules and/or those sponsored by University staff or local resident governing councils.

1. Door-to-door solicitation is strictly prohibited.
2. All information posted in common areas and on bulletin boards must be approved by Housing and Residential Life. Items posted on room doors or other areas are subject to removal if they constitute a fire hazard or violate the provisions of common area use.

Recreational and Sporting Activities

Participating in recreational and sporting activities in a residential environment, including both inside University housing facilities and on building balconies, has a high likelihood of resulting in personal injury or damage to property and are prohibited. Prohibited activities include, but are not limited to sports, water fights, some forms of practical jokes, and roughhousing. All athletic activities are to be confined to areas outside University housing which are specifically designated for such purposes.

Safety and Security

Part of the obligation of community living is to help safeguard the living environment. Students are reminded that they share in the responsibility for the security of their rooms and the buildings in which they live. Students are strongly encouraged to keep their rooms/apartments locked at all times and also to report individuals who appear to be tampering with locks, damaging facilities, harassing students, or behaving suspiciously. Students are advised to be particularly security-minded at times of check-in, holiday breaks, check-out, or when fewer residents are in the residential facilities.

The following behaviors can compromise the security of other students and are prohibited.

1. Giving personal keys, ID card, or lock combination to another person
2. Leaving keys or ID card in a public space
3. Propping open any door to the outside
4. Attempting to force open any secured door
5. Interfering with the locking mechanism of any door
6. Tampering with or other misuse of elevators or hall equipment
7. Allowing individuals to enter the building without using their own entry card
8. Removing a window screen
9. Damaging any door, lock, or window
10. Climbing through windows, being on ledges, porticos or roofs
11. Throwing objects out of windows or from roofs of building.
12. Mounting a television, radio antennae, and/or any other object that is placed outside the room window or anywhere on the exterior of the building or adjacent grounds. The International Connection residence hall, with the prior approval of the Director of Residential Life, will be permitted to fly their international flags on Opening Weekend and for specific campus-wide events sponsored by the International Connection residence hall.

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