Fellow Canisius College Students,

As the President of the Undergraduate Student Association, I am both excited and honored to have the opportunity to welcome you, new and returning students alike, to the Canisius community for the 2015-2016 academic year. As a member of the Canisius community, you belong to a family of nearly 2,500 undergraduate students, administrators, professors, and staff all dedicated to intellectual, professional, and spiritual growth.

Guided by Jesuit, Catholic values, Canisius provides a transformative educational experience that is unparalleled by any university in Western New York. Discernment, promotion of social justice, and truly embracing the notion of becoming women and men for and with others are key principles that transcend any specific course of study into all areas of study here at Canisius. Each of us is provided with a unique combination of opportunities that will enable us to make a contribution to the global society just as the current network of over 40,000 alumni does each day.

The challenge we face as students is to never lose sight of or take for granted the opportunities described above. If we are to become lifelong learners and contributors to the world around us, we must not wait until after graduation. Over the course of the next year, we can work together by actively participating in the classroom, student organizations, and all other facets of campus life to fulfill our common goal of making the world around us a better place.

If you ever need any help or are seeking ways to get involved, feel free to reach out to the Undergraduate Student Association as we aim to represent all students and their desire for the best possible collegiate experience.

I hope you have a fantastic year. I look forward to meeting you all.

Welcome to Canisius,

Richard J. Kubiak
President, Undergraduate Student Association
**FOOD SERVICE**

**DINING HOURS**

- **ECONOMOU DINING HALL**
  - Monday – Friday: 10:30 AM – 2 PM
  - Saturday & Sunday: 10:30 AM – 1:30 PM
- **Old Main Café – Subway/Zenato**
  - Monday – Thursday: 7 AM – 9 PM
  - Friday: 7 AM – 8 PM
  - Saturday: 8 AM – 1 PM
- **Newk’s**
  - Open 7 days a week with Meal Exchange 5:30 – 11 PM

**STUDENT RECORDS POLICY**

The Family Educational Rights and Privacy Act of 1974, as amended (FERPA), is the federal law governing individuals’ access to student records. The guiding principle of FERPA is that student education records are private and that students have the right to limit disclosure of some personally identifiable information known as directory information.

For purposes of FERPA, “directory information” are all records which contain information that has been released on a regular basis to the public and that are not education records. Records that are not “education records” include, but are not limited to, possession, law enforcement, employment, medical, counseling, and post-attendance records. A “student” is defined as one who has attended or is attending Canisius and regarding whom Canisius maintains education records.

- Normally, education records will not be released — nor access given — to third parties without written consent of the student unless the party meets one of the following:
  - Parents of a dependent student
  - School officials who have a legitimate educational interest in the records
  - Appropriate parties in a health or safety emergency
  - Parent/legal guardian when their children (under age 21) are found to have violated the Canisius College alcohol or drug policy
- Schools in which a student seeks or intends to enroll:
  - An alleged victim of a crime of violence (including sexual assault) if the student does not want the information released
  - Comply with a judicial order or a lawfully issued subpoena
- Anyone who is providing financial aid to the student ("financial aid" does not include any payments made by parents)
- The Bureau of Citizenship and Immigration Services (BCIS) for purposes of the Student and Exchange Visitor Program
- Federal, State, and local officials involving an audit or evaluation of compliance with applicable laws
- Organizations conducting certain studies for or on behalf of the College
- Military recruiters who request "Student Recruiting Information" for recruiting purposes only
- The Internal Revenue Service (IRS) for purposes of complying with the Taxpayer Relief Act of 1997

- The College has established the following procedures enabling students to have access to their records:
  1. The student may examine and make a copy of her record by filling out a request form at the office where the record of interest is maintained. Students may not inspect and review the following:
     - Financial information submitted by parents
     - Confidential letters and recommendations placed in their files prior to January 1, 1975
     - Confidential letters and statements of recommendation placed in records after January 1, 1975, to which the student has waived his or her right to inspect and review
     - Education records containing information about more than one student; however, in such cases, students will be given access to the part of the record, which pertains only to them
  2. Access is to be granted promptly and no later than 30 days from the date the request is made.
  3. The student may obtain copies of documents to which he or she is entitled. The college may charge for these copies.

- The College is not responsible for the destruction of any record from the person (or designee) responsible for maintaining the record.

- Students have the right to challenge the content of their education records if they consider the information contained therein to be inaccurate, misleading or inappropriate. The process includes an opportunity for amendment of the records or insertion of written explanations by the student.

Unlike education records, directory information shall be released freely unless the student files the appropriate form requesting that certain information be withheld. This form is available at the Student Records & Financial Services Center, Bagen 106. Directory information includes but is not limited to name, address, email address, phone number, photograph, date and place of birth, major field of study, dates of attendance, grade level, enrollment status, citizenship, Social Security number, affiliations with athletics teams, degrees, honors and awards, received, and most recent previous educational agency or institution attended.

- There are exceptions to the foregoing Canisius policy and that result may be parent/guardian notification by the College. They are:
  - When a student who is the dependent of a parent or guardian is failing a course at midterm and fails to make or find a progress appointment with the designated academic advisor
  - When a student has conditions placed on the number and type of courses for which she can register because of probationary grade point average

- When a student has conditions placed on the number and type of courses for which s/he can register because the student has been academically dismissed but reinstated through appeal.

- A notification of releases made to third parties shall be kept in the student’s record (unless forbidden by a judicial order or subpoena).

The third party shall be informed that no release of personally identifiable data is authorized without the written consent of the student.
Census is a community of learners dedicated to the fullness of life. We value helping others, the care of each and every individual. At Canisius, we all assume responsibility for the spiritual, intellectual, and physical growth of each person within our campus community, residence halls, and neighborhood. We all assume responsibility for the development of individuals so as to ready them for responsible participation in the larger world. Canisius is to accept an invitation to participate in a community where it is expected that the unique gifts of each will be used in the service of others.

ARTICLE I: STATEMENT OF RESPONSIBILITIES & RIGHTS

Canisius College, a Catholic and Jesuit university, offers outstanding undergraduate, graduate and professional programs distinguished by transformative learning experiences that engage students in the classroom and beyond. We foster in our students a commitment to excellence, service, and leadership in a global society. The Canisius Community Standards document is designed to foster a community conducive to achieving the mission and philosophy of Canisius. Canisius espouses the ideal of academic excellence along with a sense of responsibility to use one’s gifts for the service of others and the benefit of society. It seeks to promote the intellectual and spiritual development of students, help all students achieve their full potential for productive careers as well as for meaningful personal lives and positive contributions to human progress. Its curricular and co-curricular programs are designed to educate the whole person through development of intellectual, moral, spiritual, and social qualities. It aims to promote the contemporary, Jesuit mission of the service of faith and the promotion of social justice.

RESPONSIBILITIES & RIGHTS

A. Care for Persons and for Property

Canisius takes pride in itself as a community that nurtures the growth and development of leaders marked by integrity, propriety, and decency displayed toward themselves and toward others. Members of the Canisius community are expected at all times to demonstrate respect for themselves and for others. Each individual includes a responsibility to show sensitivity to differences and act justly in interactions with one another. All members of the Canisius community are entitled to and responsible for maintaining an environment of courtesy that is free from harassment, intimidation, and violence of any kind, including sexual violence. Members are expected to respect college property, the private property of other members of the community, and the property of the larger neighborhood in which we live.

B. Freedom of Expression and Participation

Canisius College promotes and fosters an environment in which a variety of ideas can be reasonably proposed and critically examined. In particular, student participants in their right to invite speakers to campus within reasonable limitations applied by the College. The College recognizes that the free exchange of ideas and expressions may produce conflict. This exchange is an important element in the pursuit of knowledge. Implicit in the pursuit of this exchange is the right to speak out and demonstrate in an open and non-disruptive manner without unreasonable obstruction or hindrance. The College expects that any privilege also accepts the responsibility for their actions and for maintaining order. The College also recognizes the rights of those who desire to protect those who wish to continue to participate in the normal activities of the College. As responsible participants in the College community, students can expect that reasonable and impartial treatment in their relations with the College and their dealings with college officials.

C. Intellectual Responsibility

Canisius is dedicated to the ideal of academic excellence through active learning. All members of the community have responsibilities for and rights to learning, teaching, and scholarship. Within our community, teaching and learning occur in an atmosphere of reasoned discourse, intellectual honesty, mutual respect, and openness to constructive change. All members of the community are responsible for recognizing and actively avoiding violations of academic integrity, such as cheating, plagiarizing, and stealing another’s work.

D. Access and Privacy

Even while an integral part of the Canisius community, students are entitled to their individuality, particularly in regard to matters concerning privacy about and access to their educational records.

E. Students Bill of Rights – Sexual Violence

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosure prior to criminal proceeding about arrest, pleading, stalling, and sexual assault treated seriously;
3. Make a decision regarding to what crime or violation and participation in the judicial or conduct process or/criminal justice process free from pressure by the institutions;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution, courteous, fair, and respectful care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different fashion and of violence of any kind, including sexual violence. Members are expected to respect college property, the private property of other members of the community, and the property of the larger neighborhood in which we live.

F. Definition of Sexual Violence

- Physical abuse, verbal abuse, threats, intimidation, harassment, menacing, coercion and/or other conduct which threatens or endangers the health, well-being or safety of another
- Any behavior, whether verbal or physical, written or physical directed at a person or the person’s property or to intimidate, insult, or demeaning, or could result in mental, emotional or psychological anguish, embarrassment, ridicule or harm
- Rape crimes. A person commits a rape when he or she commits a specified offense and either intentionally selects the offense or the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception respecting the race, color, national origin, ancestry, gender, religion, religious practice, age, disability, or sexual orientation of a person, regardless of whether the belief or perception is correct. Consent of the student or participant is not a defense.
- Child pornography. A person commits child pornography when he or she disseminates child pornography. Consensual activity between or with any party does not necessarily constitute consent to any other sexual act.

G. Consent

- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- Consent can be withdrawn or retracted at any time.
- Consent must be voluntary, mutual and informed, and must occur throughout the sexual activity. Consent cannot be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not necessarily mean that the victim is okay with the sexual behavior. Consent requires that the victim is aware of, understands, and agrees to the sexual behavior.
- Consent must be ongoing throughout the sexual activity, as sexual activity may produce conflict. This exchange is an important element in the pursuit of knowledge. Implicit in the pursuit of this exchange is the right to speak out and demonstrate in an open and non-disruptive manner without unreasonable obstruction or hindrance. The College expects that any privilege also accepts the responsibility for their actions and for maintaining order. The College also recognizes the rights of those who desire to protect those who wish to continue to participate in the normal activities of the College. As responsible participants in the College community, students can expect that reasonable and impartial treatment in their relations with the College and their dealings with college officials.

H. Athletics

- Athletics are designed to educate the whole person through development of intellectual, moral, spiritual, and social qualities. It aims to promote the contemporary, Jesuit mission of the service of faith and the promotion of social justice.
Standards. Engaging in activities that harass, degrade, intimidate, demean, slander, defame, interfere with, or threaten others is a violation of the Canisius Community Standards. This includes but is not limited to electronic bullying via email, personal or public blog, Twitter, Facebook, Instagram, Pinterest, texting, or any other social media site. This includes downloading and distribution of any non-authorized content.

13. Behavior or conduct resulting in the distribution or obscenity of any material, whether written or oral, in connection with disciplinary proceedings, student organization, other College activities or events, including its public-service functions on- or off-campus, or other unauthorized non-College activities, when the act occurs off College premises.

14. Failure to comply with directions of members of the College community or emergency or service personnel acting in performance of their official duties and/or failure to identify oneself to these persons when requested to do so.

15. Obstruction of or dangerous interference with the free flow of pedestrian or vehicular traffic on College premises. This means each student should follow a basic code of conduct in the neighborhood.

• Loud, disruptive noises are unacceptable at any time, especially after 10pm (i.e. screaming, loud music, excessive noise levels)
• Consumption of alcohol or illegal substances while on the streets or sidewalks of the neighborhood is prohibited.
• Trepassing on private property is prohibited.

Any violation of proper conduct in the neighborhood will be considered a violation of the Canisius Community Standards.

E. Violation of Law & College Discipline

1. College judicial proceedings may be instituted against a student charged with violation of a law, which is also a violation of the Canisius Community Standards, for example, if both violations result from the same factual situation. Proceedings under the Community Standards shall normally be carried out without regard to the status of off-campus civil or criminal proceedings.

Determinations made and/or sanctions imposed under the Community Standards shall normally be carried out without regard to the status of off-campus civil or criminal proceedings. Determinations made and/or sanctions imposed under the Community Standards shall normally be carried out without regard to the status of off-campus civil or criminal proceedings.

D. Discretionary Sanctions — Work assignments, community service, participation in or completion of activities, athletics participation, campus employment).

b. If a student poses a threat of disruption or interference with the normal operations of the College, the student will be suspended from the residence halls with no refund of residence hall or meal plan fees regardless of whether such violation

2. The judicial process is intended to provide the student an opportunity to respond to allegations of violations of the Community Standards, thereby enabling the HO to make an informed decision about responsibility and appropriate sanctions. However, the HO may choose to resolve the violation without the formal hearing process.

3. Sanctions and/or dispositions for which the student might otherwise be eligible, as the VPSA, SADOS or designee may determine appropriate.

4. Decisions made by the Community Standards Hearing Panel of the HO, SADOS or designee shall be final except if sanctioned is g) g, g imposed, which may be appealed to the SADOS.

b. Sanctions may include, but are not limited to:

- Fines — A monetary fee may be imposed.
- Community Service — Hours of service as specified for the student.
- Probationary Period — Probationary periods are for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found responsible for violating any Community Standards during the probationary period.
- Other privileges for which the student might otherwise be eligible, as the VPSA, SADOS or designee may determine.
- Extension of the student from the residence halls for a defined period of time, after which the student is eligible to return.
- Other privileges for which the student might otherwise be eligible, as the VPSA, SADOS or designee may determine.
- Fines — A monetary fee may be imposed.
- Probationary Period — Probationary periods are for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found responsible for violating any Community Standards during the probationary period.
- Other privileges for which the student might otherwise be eligible, as the VPSA, SADOS or designee may determine.
revised when deemed appropriate or required by state or federal law.

2. The proper College authorities shall be notified of any sanction. Parent(s)/guardian(s) shall be notified of alleged violation of the Community Standards and/or sanction(s) when deemed appropriate.

3. Sanctions shall not normally be made part of the student’s permanent record. Decision, expulsion, degree revocation, or being found responsible for an act in violation. In cases where no final written transcript is imposed, the file shall be retained as part of the student’s permanent record. All other disciplinary records shall be kept in the student’s confidential file (paper copy and/or electronic) maintained by the SADOS or designee. The file will be retained for a period of seven years after separation from the College. When the file is closed, the records of the student will be transferred to the College.

4. In situations involving both a respondent(s) or group and/or organization and a complainant(s), the records of the process and of the sanctions imposed, if any, shall be considered to be the education records of both the respondent(s) and complainant(s).

5. All appropriate sanctions are to be imposed upon groups and organizations. Groups and organizations may further receive the sanctions of fines, loss of grants, and any other conditions and/or sanctions that the College deems appropriate or required by state or federal law.

6. Failure to abide by or complete any sanction shall result in the violation of the Community Standards.

A. The judicial process outlined above is intended to provide the student an opportunity to respond to allegations of violation of the Community Standards, thereby enabling the HO to make an informed determination and appropriate sanction. If a student fails to respond to three communications (in the form of written notification, telephone, electronic communication, or oral request) in the form of written notification of the hearing or to attend a scheduled meeting, a decision based upon available information may be rendered. The student may be found to have violated the Community Standards solely because the student failed to appear.

Appendix C. Hearing Procedures

The following procedures apply when a complaint has been directed to the Community Standards Hearing Panel.

1. Composition of the Community Standards Hearing Panel
The Community Standards Hearing Panel shall be comprised of 3 members of the Canisius Community. These 3 individuals will receive appropriate and ongoing training. One or all of these members may be contacted with concerns for the personal safety, well-being, and/or fears of confrontation of the complainant. The availability of the hearing panel members shall be the first priority in scheduling the hearing. The scheduling of the hearing shall take place only on scheduled days.

2. Scheduling the Hearing
A hearing shall be scheduled to take place no less than five but nor more than 20 business days after the closing of the complaint. The availability of the hearing panel members shall be the first priority in scheduling the hearing. The scheduling of the hearing shall take place only on scheduled days. Normally, the hearing shall proceed without regard to protocol or dress code. The scheduling of hearings may be altered at the discretion of the HPC.

3. Hearing
The hearing shall be private and closed and shall be attended only by members of the College; investigator if applicable; the complainant and, the respondent, their advisors and the hearing panel. In hearings involving more than one respondent, the hearing panel will be comprised of 3 individuals who may be located separately or jointly.

Advisors may be present during the pre-hearing meeting and the hearing; however, the respondent shall be responsible for securing an advisor and determining, and contacting appropriate witnesses prior to providing their names to the HPC. The complainant shall be responsible for determining and contacting appropriate witnesses prior to submitting their names to the HPC.

C. Advisors
The complainant and respondent may select an advisor of choice. An advisor may be present during the pre-hearing meeting and the hearing; however, advisors shall not address the hearing panel, investigators, or anyone else present at the hearing.

4. Hearing Panel Preparation
The hearing panel shall receive all materials prepared by the investigators and any materials submitted by the complainant and respondent and shall schedule the hearing. The hearing panel shall meet before the scheduled hearing in order to review the complaint and prepare for the process of the hearing.

E. Scheduling the Hearing
A hearing shall be scheduled to take place no less than five but not more than 20 business days after the closing of the complaint. The availability of the hearing panel members shall be the first priority in scheduling the hearing. The scheduling of the hearing shall take place only on scheduled days. Normally, the hearing shall proceed without regard to protocol or dress code. The scheduling of hearings may be altered at the discretion of the HPC.
Discrimination and Harassment Policy

Shameless and Unforgivable

Canisius strives to provide an educational and working environment that is free from all forms of discrimination and harassment and is consistent with an environment that treasures diversity and embraces the dignity and worth of every individual, and enjoyment in which every individual is treated with respect. Discrimination or harassment in any form is immoral to these goals and fundamentally at odds with the values of Canisius. They are unacceptable behaviors and will not be tolerated.

The College prohibits discrimination on the basis of sex in its education programs and activities, including in employment and admissions, in compliance with Title IX of the Education Amendments of 1972. Prohibited sex discrimination includes sexual harassment and sexual violence. The College also prohibits discrimination or harassment based on race, color, national origin, age, sex, disability, or religion. The College further prohibits discrimination or harassment based on sexual orientation, gender identity, gender expression, familial status, or genetic information. Discrimination or harassment can occur when someone's legally protected status is used as the basis for making treatment different or unfavorable to an individual. Such behavior is prohibited by the Equal Employment Opportunity Commission (EEOC).

Examples of permissible harassment include, but are not limited to:

- The use of physical force or violence to restrict the freedom of movement or to cause discomfort, embarrassment, or distress to someone because of their race, color, national origin, age, sex, disability, religion, or any other legally protected status.
- Physical or verbal behavior that makes another person feel threatened or that creates a hostile or intimidating work environment.

II. PROHIBITED CONDUCT DEFINED

A. Harassment

- Sexual harassment is any conduct of a sexual nature that is unwelcome or humiliating and creates an intimidating, offensive, or uncomfortable work or educational environment.
- Other forms of harassment include, but are not limited to:
  - Interfering with an individual's work performance or creating a hostile work environment.
  - Submission to such conduct is made explicitly or implicitly a condition of obtaining employment, advancement, or other benefits.
  - Physical or verbal conduct that is offensive to someone because of their race, color, national origin, age, sex, or any other legally protected status.
  - Such behavior is prohibited by the EEOC.

B. Sexual Assault

- Sexual assault is any sexual activity that occurs without the consent of an individual. This includes, but is not limited to:
  - Forced sexual activity through physical or psychological force or threats.
  - Sexual activity that occurs without the individual's consent.
  - Such behavior is prohibited by the EEOC.

C. Harassment and Sexual Assault:

- Any one of these behaviors can constitute sexual harassment or sexual assault, depending on the circumstances.
- The College prohibits discrimination on the basis of sex in its education programs and activities, including in employment and admissions, in compliance with Title IX of the Education Amendments of 1972. Prohibited sex discrimination includes sexual harassment and sexual violence. The College also prohibits discrimination or harassment based on race, color, national origin, age, sex, disability, or religion. The College further prohibits discrimination or harassment based on sexual orientation, gender identity, gender expression, familial status, or genetic information. Discrimination or harassment can occur when someone's legally protected status is used as the basis for making treatment different or unfavorable to an individual. Such behavior is prohibited by the Equal Employment Opportunity Commission (EEOC).
between faculty and students, academic decisions regarding students, academic freedom issues that can arise as a result, the College prohibits romantic relationships that put one person in a position of authority:•  unwelcome communications of a sexual nature, including suggestive or insulting sounds or whistles; obscene telephone calls, text messages or social media postings;•  sexually suggestive objects, pictures, videos, audio recordings or literature; or electronic transmissions placed in the workspace or communicated in person to individuals, subject to general principles of academic freedom discussed in Section I below; or•  any other actions or situations, whether or not there is the presence of a relationship between faculty and students, academic/administrative responsibility or is likely to be perceived as offensive, intimidating and/or harassing or learning environment or that person.

Unwelcome sexual behavior toward another employee or student, which is sufficiently severe or pervasive to alter the conditions of the victim’s employment or academic environment and/or create a hostile environment.

Isolated instances (e.g., a single sexual overture, comment, invitation, flirtation, leering, suggestive or insulting sounds or whistles; obscene telephone calls, text messages or social media postings; sexually suggestive objects, pictures, videos, audio recordings or literature; or electronic transmissions placed in the workspace or communicated in person to individuals, subject to general principles of academic freedom discussed in Section I below; or any other actions or situations, whether or not there is the presence of a relationship between faculty and students, academic/administrative responsibility or is likely to be perceived as offensive, intimidating and/or harassing or learning environment or that person.

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The Investigator believes that an issue of discrimination, harassment or retaliation has occurred based on a preponderance of the evidence, and shall consider the possibility that a complaint is both false and brought with malicious intent;

If a claim of discrimination, harassment or retaliation (whether made through the informal or formal complaint procedure) is determined by the Coordinator (in the case of the Informal Complaint Procedure) or the hearing committee, including the chair.

VII. Discrimination, Harassment and Retaliation

A. Individual Complaints

1. The President is not bound by the recommendation of the hearing committee or, where applicable, the recommendation of the Committee on Faculty Status. The President's decision is in the President's own judgment and discretion and is final.

2. Appeals of a decision by the President. A request for review by that body, the President will appoint a chair of the hearing committee, including the chair.

X. DUTIES OF THE COORDINATOR

The Coordinator is the Coordination and Investigation, who coordinates the efforts of employees for discriminatory, harassing, or retaliatory behavior as described following an informal or formal hearing procedure set forth in Appendix A of the Hearing Procedures Section of the Community Standards. The Coordinator will meet and render a written recommendation to the President.

A. Publicize this policy on a periodic basis;

B. Conduct any training considered advisable with regard to this policy or issues under this policy;

C. Act on complaints directed to the Coordinator or which come to the Coordinator's attention;

D. Provide the President with a current report of the Coordinator's activities and the status of any complaints.

The Coordinator shall notify the parties to the case of the decision in writing.

If the Coordinator believes that an issue of discrimination, harassment or retaliation has occurred based on a preponderance of the evidence, and shall consider the possibility that a complaint is both false and brought with malicious intent.

2. A request for review must be made in writing within ten (10) working days after the organizational meeting(s). The decision of the Coordinator and the Coordinator shall from that date be the final decision of the Coordinator. In the case of a disagreement between the Coordinator and the Investigator, the Coordinator's decision shall be final.

3. A written statement of the complaint and any actions taken under this informal complaint procedure will be prepared by the Investigator and, upon request of any party, shall be forwarded to the President. The President may request additional information from the Coordinator and the Coordinator shall provide it.

4. The Coordinator will notify each party in writing of the Coordinator's decision and shall provide the parties to the case with the Coordinator's decision in writing.

5. The Coordinator may require that individuals be the victim of discrimination, harassment, or retaliation complaint. Documentation regarding an investigation under Section VII of this policy (except as may be required for a formal hearing as provided in Section VII E 6.), the Community Standards.

6. The Coordinator may require that, with regard to such individuals, other than by attempt beyond informal mediation by an investigator.

7. Others necessarily involved such as the complainant, the respondent, witnesses, etc., should be encouraged by Counselors and/or the Coordinator to keep confidential the greatest extent possible all matters about which they or others provide testimony or information.

8. It is to be expected that, of all steps of any procedures under this policy, confidentiality will be maintained to the greatest possible extent.

9. It is believed that, as a general rule, this is the best course to be followed by all involved and the best situation for a collegial community, such as Canisius College.

C. Act on complaints directed to the Coordinator or which come to the Coordinator's attention;

D. Provide the President with a current report of the Coordinator's activities and the status of any complaints.

The Coordinator shall notify the parties to the case of the decision in writing.

If the Coordinator believes that an issue of discrimination, harassment or retaliation has occurred based on a preponderance of the evidence, and shall consider the possibility that a complaint is both false and brought with malicious intent.

1. The President is not bound by the recommendation of the hearing committee or, where applicable, the recommendation of the Committee on Faculty Status. The President's decision is in the President's own judgment and discretion and is final.

2. Appeals of a decision by the President. A request for review by that body, the President will appoint a chair of the hearing committee, including the chair.

X. DUTIES OF THE COORDINATOR

The Coordinator is the Coordination and Investigation, who coordinates the efforts of employees for discriminatory, harassing, or retaliatory behavior as described following an informal or formal hearing procedure set forth in Appendix A of the Hearing Procedures Section of the Community Standards. The Coordinator will meet and render a written recommendation to the President.

A. Publicize this policy on a periodic basis;

B. Conduct any training considered advisable with regard to this policy or issues under this policy;

C. Act on complaints directed to the Coordinator or which come to the Coordinator's attention;

D. Provide the President with a current report of the Coordinator's activities and the status of any complaints.

E. Coordinate a regular review of, and update as necessary, the formal hearing committee pool.

The Coordinator shall notify the parties to the case of the decision in writing.

If the Coordinator believes that an issue of discrimination, harassment or retaliation has occurred based on a preponderance of the evidence, and shall consider the possibility that a complaint is both false and brought with malicious intent.

1. The President is not bound by the recommendation of the hearing committee or, where applicable, the recommendation of the Committee on Faculty Status. The President's decision is in the President's own judgment and discretion and is final.

2. Appeals of a decision by the President. A request for review by that body, the President will appoint a chair of the hearing committee, including the chair.

X. DUTIES OF THE COORDINATOR

The Coordinator is the Coordination and Investigation, who coordinates the efforts of employees for discriminatory, harassing, or retaliatory behavior as described following an informal or formal hearing procedure set forth in Appendix A of the Hearing Procedures Section of the Community Standards. The Coordinator will meet and render a written recommendation to the President.

A. Publicize this policy on a periodic basis;

B. Conduct any training considered advisable with regard to this policy or issues under this policy;

C. Act on complaints directed to the Coordinator or which come to the Coordinator's attention;

D. Provide the President with a current report of the Coordinator's activities and the status of any complaints.

E. Coordinate a regular review of, and update as necessary, the formal hearing committee pool.

F. Assign Counselors to assist persons who perceive themselves

VIII. DOCUMENTATION

Documentation can be informal handwritten notes taken by the Coordinator or a Counselor while speaking with an individual, if it can be documented or testimonial evidence submitted during an investiga- tion or a hearing, or if it can be documented in another formal or informal process or its results; or it can be an explanation prepared for the record or for the President as to why an investigator or a hearing committee took a particular action or decision. Documentation can be an explanation prepared for the record or for the President as to why an investigator or a hearing committee took a particular action or decision.

The Coordinator shall notify the President of the Coordinator's decision.

The Coordinator shall notify the parties to the case of the decision in writing.

If the Coordinator believes that an issue of discrimination, harassment or retaliation has occurred based on a preponderance of the evidence, and shall consider the possibility that a complaint is both false and brought with malicious intent.

1. The President is not bound by the recommendation of the hearing committee or, where applicable, the recommendation of the Committee on Faculty Status. The President's decision is in the President's own judgment and discretion and is final.

2. Appeals of a decision by the President. A request for review by that body, the President will appoint a chair of the hearing committee, including the chair.
victims of harassment, discrimination or retaliation and monitor their progress in the Complaint.

G. Act as an advisor to the Counselor.

H. Implement any corrective actions to be taken under this policy.

I. Act as an advisor to the President with regard to this policy and perform such other duties as may be accepted by the President in connection therewith.

J. Act as an advisor to the College community with regard to issues of discrimination, harassment and retaliation.

K. Maintain the records required to be kept under this policy.

II. HOLDING FREEDOM

Nothing in this policy shall or is intended to restrict the ability of the College to exercise its religious freedom under federal or state law.

APPENDIX A: HEARING PROCEDURES

1. Pre-Hearing Procedures

(a) Once the President has appointed a Chair for the hearing committee, the chair will contact both the complainant and respondent to schedule a pre-hearing meeting. The chair will advise the complainant/respondent as to the availability of the chair to answer any procedural questions while preparing for the hearing, and the available services. At the pre-hearing meeting:

1. The complainant and respondent may be advised/counseled by any advisor/counselor or she chooses to present witnesses and/or written statements, as explained.

2. The permitted types of witnesses and information shall be explained.

3. The complainant/respondent shall be informed that if he or she chooses to have an advisor/counselor during the hearing, the advisor/counselor shall not witness the hearing but shall be present in the hearing room only during their statements and cross-examination.

4. The complainant/respondent shall have the opportunity to question witnesses at the conclusion of each witness statement.

5. Members of the hearing committee shall have the opportunity to question witnesses at the conclusion of each witness statement.

6. The respondent shall be offered the opportunity to present, one at a time, pertinent records, exhibits and written statements (including impact statements) in accordance with the explanation provided during the pre-hearing meeting. Members of the hearing committee shall have the opportunity to question witnesses at the conclusion of each witness statement.

7. The complainant and the respondent shall be advised if they have any other statements they wish to present.

8. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.

JEANIE CLEARY DISCLOSURE OF CAMPUSS SECURITY POLICY

Canisius complies with the Jeanie Cleary Disclosure of Campus Security Policy and the Campus Crime Statistics Act by making available information on campus security and personal safety. This information includes crime rates and other statistics on crime, the availability of the Clery Act, crime prevention and safety tips, emergency procedures, and response times. Members of the hearing committee shall have the opportunity to question witnesses at the conclusion of each witness statement.

The respondent shall be offered the opportunity to present, one at a time, pertinent records, exhibits and written statements (including impact statements) relevant evidence and witnesses, and one at a time, in accordance with the explanation provided during the pre-hearing meeting. Members of the hearing committee shall have the opportunity to question the conclusion of each witness statement. The complainant/respondent shall then have the opportunity to present a statement about the incident in question.

The complainant/respondent shall have the opportunity to present pertinent records, exhibits and witness statements (including impact statements) relevant evidence and witnesses, one at a time, in accordance with the explanation provided during the pre-hearing meeting. Members of the hearing committee shall have the opportunity to question the conclusion of each witness statement. The complainant/respondent shall then have the opportunity to present a statement about the incident in question.

The complainant shall then have the opportunity to present a statement about the incident in question.

The complainant shall have the opportunity to present a statement about the incident in question.

The complainant/respondent shall have the opportunity to present a statement about the incident in question.

No consumption or possession of alcoholic beverages will be permitted on buses or other transportation or to/from or on off campus events.

Possession and/or use of false identification for the purpose of, but not limited to, obtaining alcohol or gaining access to an establishment that serves alcohol is a violation of this policy.

The complainant and the respondent shall be advised if they have any other statements they wish to present.

In hearings involving more than one respondent, the chair, in his or her discretion may permit the hearings concerning each respondent to be conducted separately or jointly. The hearing committee may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the complainant, respondent and/or other witnesses during the hearing and permit the complainant and respondent to be individually present or having separate facilities, by using a visual screen, and/or by permitting participation by telephone, videoconference, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, which are determined by the sole judgment of the chair.

a. The respondent shall be offered the opportunity to present, one at a time, pertinent records, exhibits and written statements (including impact statements) in accordance with the explanation provided during the pre-hearing meeting. Members of the hearing committee shall have the opportunity to question witnesses at the conclusion of each witness statement. The complainant and the respondent shall be advised if they have any other statements they wish to present.

b. The formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.

III. SPECIFIC

A. Residence Life

The possession and consumption of alcoholic beverages on college property is not permitted by anyone who is not of legal drinking age. Legal-age residents are permitted to possess and responsibly consume alcoholic beverages in their rooms or in the room of another legal-age resident as long as the doors to the rooms remain closed. Legal-age residents may be held responsible for irresponsible drinking. No guest may be brought into any residence hall.

No large quantities of alcohol are permitted, including, but not limited to, beer kegs, kegs of beer, keg coolers, or keg coolers with beer balls or keg balls shall be removed from residence. While the definition of a large quantity of alcohol remains subjective, responsible drinking is not. If alcohol consumption is considered excessive, delivery of alcohol by a retail or wholesale distributor to any College resident is not permitted.

Alcohol consumption and/or any alcohol open or closed container shall not be permitted in public areas of the College property. Based on the residential occupancy of the room, a party is defined as the number of residents assigned to that room, plus one (2n+1).

Alcoholic beverages used as decorations or empty alcohol containers may be deemed as proof of consumption and are prohibited.

No one who is under legal drinking age cannot consume or possess alcohol in the presence of anyone who is not of legal drinking age (with the exception of one's roommate).

Registered guests of any of the legal age also may responsibly consume alcoholic beverages in their rooms) of legal-age residents. Residents may not make alcohol available to anyone who is not of legal age. Guests who are 21 years of age or older may not bring alcoholic beverages onto College property. Residents are responsible for the behavior of their guests and their following of this policy.

B. Cafeteriaed Alcoholic Beverages

Possession and/or use of false identification for the purpose of, but not limited to, obtaining alcohol or gaining access to an establishment that serves alcohol is a violation of this policy.

These beverages normally have higher alcohol content than beer and contain stimulant additives that are not officially approved by the FDA for use in alcoholic drinks. While these additives can reduce a person's sense of intoxication by masking alcohol's depressant effects, impairments in judgment and reaction time associated with drunkenness do not. This effect wears off faster than alcohol's effect so the drinker is left with more alcohol than he or she would have been able to tolerate, leading to "blackout" and increased risk of engaging in violent or other high-risk physical behavior.

To avoid these effects, which can include, but are not limited to, Red extras, Core, Max vibe, Four loko, Jeeze, Sparks, Tilt, and toxin. Use of these beverages is prohibited for all members of the Canisius Community.

C. Events

Guidelines for public and private student-sponsored social events at which alcohol will be served can be obtained at the Office of Student Life.
program, fines, participation in community service, unpaid suspension and from selling or otherwise distributing drugs.

prohibited from using drugs, possessing drugs or drug paraphernalia on its property or as part of any College activity. Further, while on its distribution, or sale of alcoholic beverages by its employees or students is prohibited.

• Establish and enforce clear policies for employees and institution and a workplace. The programs are designed to:
  - Create a campus environment that promotes and reinforces use and abuse of illegal drugs.
  - Establish and enforce clear policies for employees and students.
  - Provide a reasonable level of care for individuals experiencing problems through counseling and college-owned housing, private offices, vestibules, entrances, exits, stairwells, college-owned vehicles and the Damaske Sports Complex. Tobacco and/or e-cigarette use is limited to areas outside entrances and exits providing doors, windows, and air intake vents are closed.

Any use must take place at least 25 feet away from any college-owned building. Smokers must extinguish cigarettes and cigars in smoke receptacles located throughout the campus.

Cannabis, in any form, to quit. Information on smoking cessation programs are available in the Student Health Center.

**HEALTH RISKS**

Cannabis is committed to educating members of the community on alcohol abuse and other drug use. Teaching and learning can be impaired by alcohol and drug use. The College, therefore, has an explicit concern for the alcohol and drug use of its students, faculty, and staff.

Alcohol – Alcohol consumption causes a number of changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol can increase the incidence of a variety of aggressive acts, including harassment and assault. Recent studies have shown that in incidents on campus date and acquaintance rape increase when both the perpetrator and the victim had been using alcohol. When alcohol is abused, all systems of the body are affected. The effects on the central nervous system include poor memory, premature aging of the brain and loss of reasoning ability. Continued abuse can lead to dependence, which can lead to permanent damage to vital organs such as the liver.

Cannabis (Marijuana, Hashish) – Users of marijuana can experience increased heart rate, dry mouth, and three to four times increased appetite. Smoking Marijuana increases the lung capacity and can lead to chronic cough, phlegm production, and lung infections. Some research has linked a link between marijuana use and increased risk for mental illnesses such as depression, psychosis, anxiety and personality disorders. Additional research suggests that marijuana use affects brain development when used by adolescents and young adults. In this age group there is a delay in brain development that is of long-term public health importance. In 2014 New York State passed the Compassionate Care Act, which allows the use of non-smokeable marijuana for individuals with identified medical conditions that are severely debilitating or life threatening for which marijuana is likely to be therapeutic or palliative.

Use of medical marijuana at work or school can threaten productivity, work quality, personal and work place safety.

Cocaine/Crack – Cocaine users often have a stuffy, runny nose with eczema around the nostrils and possible perforation of the nasal septum. Immediate effects of cocaine include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Crack or freebase rock cocaine is extremely addictive, and its effects are felt within 10 seconds. Crack and cocaine use can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and even death.

Hallucinogens — Lysergic acid (LSD), mescaline, and psilocybin cause delusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness and tremors. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) impairs the functions of the cerebrum, the section of the brain that controls the intellect and keeps in check. Because the drug blocks pain receptors, violent PCP users may result in self-inflicted injuries. The effects of PCP vary, but users frequently report a sense of disorientation and estrangement. Speech is impaired, coordination worsens, and senses are dulled. In later stages of chronic use, users often exhibit paranoid and violent behavior and experience hallucinations. Heroin – Heroin is an opiate drug that causes the body to have diminished pain reactions. Some of the signs of heroin include the slowing of the heart rate so much so that coma and death can be the result.

Narcotic Analgesics — Narcotic analgesics, such as hydrocodone, oxycodone, lorabid, vicodin or other opiate derivatives, either medically prescribed or sold on the black market. Many of these drugs are highly addictive and the risk of overdose is high. Heroin is an opiate drug that causes the body to have diminished pain reactions. Some of the signs of heroin include the slowing of the heart rate so much so that coma and death can be the result.

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