

Principia College Student Code of Conduct

This document is a collective agreement and guideline for community behaviors, but it should not be read as a contract. While comprehensive, the Code of Conduct is ever-evolving in order to meet student issues as they arise.

Code of Conduct Character Statement

Principia College students are part of a community and educational experience rooted in and openly reflective of the beliefs and values of Christian Science. Principians are encouraged to grow spiritually, develop strong character, and practice compassionate, selfless service modeled by Christ Jesus. They strive to reflect unconditional love for all people, to see each person as unlimited and worthy, and to contribute to safe, uplifting, and inclusive communities. Through Principia's whole-person approach to education, students are challenged and supported to act with integrity, civility, unselfishness, ethical courage, and sincere care for humanity.

Principia College expects all Principians to accept responsibility for how their choices and actions affect the community. Students are encouraged to make choices that support their spiritual and moral growth, strengthen their ethical thinking, and prepare them to be thoughtful citizens and contributors to their fields of study. Principians are also expected to help sustain dry, safe, and uplifting campus and activities, and to remain receptive to spiritual growth, including the understanding that prayer matters.

In the words of Mary Kimball Morgan, the Founder of The Principia, "Developing the power to think accurately, wisely, and with intelligent discrimination; cultivating the ability to dissect thought and to discard that which is not constructive in daily living; strengthening the capacity to form high ideals and the courage necessary for standing by those ideals until they are outlined in Christian character – that is the work The Principia regards as true education." (Policy 12)

Foundations of the Code of Conduct

Anchored in restorative practices, Principia College's Code of Conduct is designed to resolve conflict and harm, and to facilitate education, community repair, and healing. The Code of Conduct supports Principia's spiritual, ethical, and communal commitments, as outlined in our shared values, while fostering a safe and inclusive environment conducive to student success and well-being. Principia asks students to make choices that foster wholeness and integrity in oneself and in relation to others, and that positively impact the community.

Students share the responsibility for creating and sustaining a community-minded culture. The strength, vibrancy, and safety of our culture are diminished when an individual's choices run counter to our shared values. Students, therefore, have an obligation to help each other meet conduct expectations in the spirit of the Matthew Code* and the Golden Rule, and should not ignore actions that undermine our community's well-being. Students demonstrate love for one another by challenging themselves, their friends, housemates, and all members of the community to act with integrity. Students may support one another by encouraging safe and respectful behavior, seeking

guidance or connecting others with appropriate College resources, reporting concerns, or addressing concerns directly when it is safe and appropriate to do so.

In alignment with Principia's Belonging and Mattering Statement, students also share in the responsibility to "foster and sustain inclusive learning, living, and working environments where everyone feels they belong and are valued." Principia takes steps to mitigate bias and expects that its students "commit to respectful engagement with one another and will work to remove prejudice and misunderstanding."

**Principia embraces the spirit of the Golden Rule (Matthew 7:12; see also Science and Health 497:26) and the guidance found in Matthew 18:15-17. These are valuable tools for resolving conflict in any community; they direct us to love our neighbor (each other) enough to take our concerns to one another and treat others as we would like to be treated.*

Key Principles of the Principia College Conduct Process

Fairness and Transparency:

Students will be treated fairly and consistently throughout the conduct process. Clear information will be provided regarding the charges, procedures, and potential outcomes.

Educational/Character Focus:

The goal of the conduct process is to foster student learning and personal growth. Outcomes, when appropriate, are designed to encourage accountability, reflection, moral courage, and positive behavior, equipping students with future-ready skills in communication and self-governance.

Restorative Justice:

The conduct process prioritizes repairing harm to the community rather than focusing solely on punishment. It encourages dialogue, reflection, and opportunities for restitution.

Due Process:

Principia College is committed to maintaining a fair process in which students are presumed innocent, are informed of the alleged violations of the Code of Conduct with which they are charged, and have the opportunity to tell their side of the story. Students will have the right to be informed of the alleged violation, present their side of the story, and have access to support.

Timely Process:

Conduct procedures and decisions will be timely and based on a fair review of the evidence.

Confidentiality:

The conduct process is confidential. Information will be shared only with those who have a need to know, as required by law and College policy, or as otherwise agreed on by the parties.

Protective Measures:

Parties to a conduct case may have access to protective measures and accommodations, which may include, but are not limited to, changes to their academic, living, dining, movement, and working situations. Determination of interim protective measures and accommodations will be made by the Conduct Administrator.

Appeal:

Students have the right to appeal based on procedural error, bias, or unfairness in the conduct process; new, relevant information that was not available during the original hearing; or disproportionate outcomes in relation to the violation.

Right to Recovery:

When a student fulfills all obligations related to a conduct process, they regain good standing with our community and the institution, and the incident may no longer impact their access to educational opportunities, involvement in campus activities, or eligibility for certain privileges as outlined by College policy.

Accessibility:

Conduct communications will be thoughtfully delivered to maximize clarity, demonstrate care, and respond appropriately to individual students. Students with disabilities or language barriers will be offered opportunities to communicate in ways that best support their needs.

Student Conduct Process: General Information

The Student Conduct Process is an administrative and educational process that enhances collegiate success by enforcing our community's Code of Conduct. Principia utilizes a parallel conflict-resolution and conduct system designed to balance individual and community interests, strengthen community relationships, and ensure appropriate levels of accountability. Students are expected to participate in good faith with any fact finding, adjudication, and resolution processes determined by the Student Conduct Process.

The Student Conduct Process is overseen by the Student Conduct Administrator (SCA), who is responsible for all communications and procedures related to the conduct process, level one conduct and restorative justice processes, and ensuring the impartial and fair application of related policies.

Participation in Conduct Process meetings is required. Meetings will not be scheduled during a student's class period, but may conflict with athletic, extracurricular, job shifts, or classes scheduled outside the assigned calendar times. It is a student's responsibility to communicate with coaches, faculty, and staff about any absences due to conduct meetings. If a student does not participate after receiving notice, the process may proceed based on the information available. Obstruction, knowingly providing false evidence or other information, or failure to comply with protective measures will impact the severity of the outcomes imposed upon the student(s).

Principia's conduct system uses a preponderance-of-the-evidence standard in all its procedures, meaning the decision-maker will find that a violation occurred if the evidence shows it was more likely than not to have taken place—that is, more than a 50 percent probability.

The Accountability and Restorative Committee (ARC) is responsible for reviewing all level one violation outcomes and conducting hearings, and determining violation levels and outcomes for any level two or higher violation.

Student Responsibilities for Participation in Student Conduct Processes

Accuracy of Information:

Students are expected to provide information that is accurate to the best of their knowledge. This includes written statements, verbal testimony, and all other forms of communication. Knowingly providing false information, materially omitting relevant information, or submitting misleading documents may be addressed as a separate conduct violation.

Confidentiality:

Students must respect the privacy and dignity of all individuals involved in the conduct process. Information shared as part of a fact-finding, hearing, or resolution process is not to be disclosed outside of the process unless authorized or required by law. Protecting confidentiality helps maintain trust and the integrity of the process.

Retaliation:

Retaliation against any individual for reporting an incident, participating in fact finding, or engaging in any part of the conduct process is strictly prohibited. This applies to all members of our community. Retaliatory acts—such as threats, intimidation, harassment, or exclusion—undermine the process and are themselves violations that may lead to further conduct outcomes.

Communication:

Students are responsible for checking and responding to official College communications, including emails and meeting requests related to the conduct process, in a timely and respectful manner. Clear, courteous, and prompt communication is essential for ensuring a fair and efficient process.

Participation:

Active and respectful participation in all required meetings, hearings, or resolution procedures is expected. Students should arrive prepared, engage honestly, and contribute constructively. Failure to participate, without prior notice or a valid reason, may result in the process proceeding without the student's input.

Incident Reporting

Voluntary Acknowledgment of Responsibility:

Principia encourages a culture of accountability. A student may contact the Conduct Administrator to report their own possible policy violation. Students who take responsibility can choose to go through a restorative justice process rather than a formal hearing. Serious violations, safety risks, or cases that require suspensions may still require a hearing or administrative action.

Community Reporting*:

Reports of alleged violations of the Code of Conduct can be made by any member of the campus community, including students, staff, faculty, and visitors.

Online Reporting:

Reports can be submitted in writing, through the online reporting link, or in person to the Office of Student Life's Conduct Administrator, who acknowledges receipt of the report and initiates a review of the incident.

**Community members who report a violation of the Code of Conduct will receive confirmation of receipt of their report and other information that does not breach confidentiality or negatively impact individuals involved or the community. When no name or contact information accompanies a report, no communication to the reporting party is guaranteed.*

Initial Assessment and Fact Finding

The SCA will assess the report with advisory support if necessary to determine whether there is sufficient information to proceed with fact finding or if the report belongs in another office (e.g., Title IX, HR, Academic Conduct). If the decision is made to proceed with fact finding, the SCA sends a written notification to parties informing them of the report, the alleged Code of Conduct violation, and the fact finding process, including required meeting dates/times. In some cases, interim measures (such as no-contact orders or temporary suspension from activities) may be implemented to ensure community safety during fact finding.

A trained conduct interviewer, together with the Director of Security or trained designee, conducts the fact finding, including evidence gathering and party/witness interviews. Interviews may be recorded when appropriate, and with the party's consent, to provide a transcript for use as an aid in capturing accurate information. Established guidelines to ensure equity and sensitivity will be followed. Once the fact finding is completed, it is submitted to the SCA, and the responding party is allowed to read all reports in their case (names of confidential sources may be removed) and provide clarifications or corrections as needed.

Notes:

1. *To ensure an impartial and fair fact finding, interviewers will not be involved in conduct hearings or in determination processes.*
2. *To ensure a timely conduct process, the fact finding report must be produced no more than 5-7 business days after the last interview is completed.*

Hearing Notice

The SCA will provide the responding party with a Hearing Notice that includes the written fact finding report, notice of hearing meeting dates/times, hearing procedures, and potential outcomes. The responding party will have an opportunity to meet with the Conduct Administrator for questions related to the Hearing Process.

Hearing, Violation Level, and Outcome Determination

If the case is a level one violation, the SCA will meet with the student and assign appropriate outcomes. The ARC meets to review all level one cases completed by the SCA. For all other violations, the ARC meets to conduct a hearing with the parties and determine the violation level and outcome based on the fact finding report, party statements, and relevant determination rubrics. Where appropriate, conduct cases will participate in a restorative process in addition to the conduct outcomes.

Appeals Process

If a student disagrees with the decision or outcomes, they have the right to appeal. The appeal must be submitted in writing to the Dean of Students within five business days of the decision being issued.

Grounds for appeal may include:

1. Procedural error, bias, or unfairness in the conduct process.
2. New, relevant information that was not available during the original hearing.
3. Disproportionate outcomes in relation to the violation.

The appeal will be reviewed by the Dean of Students, and the decision may be upheld, modified, or overturned based on the findings of the appeal.

Restorative Justice Process

The restorative justice process offers an alternative approach to resolving harm within our campus community—one that centers on accountability, healing, and meaningful dialogue. Unlike traditional disciplinary processes, restorative justice invites all those impacted by an incident to come together in a structured, facilitated conversation to address what happened, how people were affected, and how to repair harm, rebuild trust, and restore harmony.

Participation is voluntary, and everyone involved is encouraged to share openly, listen actively, and work collaboratively toward a resolution that supports learning, growth, and reintegration into the community.

Restorative justice reflects our belief that accountability involves more than outcomes—it entails acknowledging the impact, making amends, and taking responsibility in ways that foster personal development and communal trust.

See Principia College's Restorative Justice Process for more information.

Support Resources

Throughout the conduct process, students have access to various support resources, including:

Silent Support Person: (During Process)

Students can select a faculty or staff member to be a silent advisor to guide them through the conduct process and provide moral support. This support person may sit in on any hearings or restorative meetings, but must remain silent throughout. A silent support person may be removed from proceedings if they do not comply with the requirement to remain silent. The support person cannot be someone involved in the case or have another conflict of interest.

For Support in Conduct Process

**All students may use these resources.*

Counseling Services: (Erin Selover)

For emotional or psychological support during the process.

Ombud: (Jennifer Stollman)

Ombud services can help facilitate constructive dialogue when appropriate.

Academic Support: (AASC or Registrar's Office)

If the violation affects academic progress, students may work with academic advisors to address any challenges.

Belonging and Community Director/Specialist: (Jennifer Stollman)

For issues regarding discrimination, bias, and/or accessibility.

ISPASO: (Roseborn Luckett or Jay Ogbonna)

For questions and concerns regarding visa implications throughout the conduct process.

College Chaplain (Roger Gordon) / Christian Science Practitioners (Cox Cottage)

For spiritual guidance and support.

Residential Coordinator (RC)

A student's RC can provide social-emotional and spiritual support throughout the conduct process and may serve as the student's silent support if requested.

Outcomes & Restorative Practices

Outcomes, when assigned, are intended to support the student's personal development and to maintain community standards, and are determined by the violation level. Mitigating factors may be considered as part of this determination. The goal of outcomes is to ensure the student reflects on their behavior, learns from the experience, and contributes positively to the community going forward. When considering the impact of outcomes, the ARC should consider questions of equity and whether a particular outcome benefits certain groups or unfairly burdens certain groups. Possible outcomes include:

Verbal Warning:

An unofficial warning to ensure a clear understanding of rules or expectations.

Written Warning:

A written warning to a student issued to document a first-time violation and clarify expectations for behavior going forward

College Staff Advising and Support:

Referral to appropriate College staff for support related to behavior, decision-making, character development, and life coaching.

Educational/Reflective Assignments:

Completing workshops, training, or writing reflective essays related to the violation.

Community-Based Learning or Service Project:

Providing evidence-based educational conversations for peers on topics related to the violation or engaging in a service project that restores relationships and benefits the community.

Contact Restrictions:

Contact Restrictions are directives that restrict contact and/or communication between or among designated parties. For emergency situations involving personal safety, the Director of Campus Safety or Dean of Students may issue a temporary Contact Restriction, which will be confirmed, modified, or rescinded by the Dean of Students or designee typically within 72 hours of its issuance.

Fines or Monetary Restitution:

Amount usually correlates with the severity of the violation and can range from a small fee for minor infractions to a higher amount for more serious violations, or is intended to provide restitution for property damage or other community harm.

Restorative Practices:

Engaging in restorative practices to repair harm caused to others in the community.

Co-curricular Suspension or Loss of Privileges:

Suspension from co-curricular activities or events on campus or loss of access to campus privileges or opportunities for a designated period of time.

Probation: (Used only in level 2 or 3 cases or for repeat offenses)

Formal status imposed on a student after a conduct violation. A student placed on probation may remain enrolled but must comply with specified conditions for a defined period of time. Additional violations during probation may lead to more severe disciplinary action, including suspension or expulsion.

Suspension or Expulsion: (Used only in level 2 or 3 cases)

For severe violations, a student may be temporarily removed from the College for one or more semesters or permanently dismissed. Suspension or dismissal takes effect immediately upon notice, and the student may forfeit academic credit for the semester in progress and related fees.

Discretionary Outcomes:

Other outcomes are determined by the ARC related to the scope and severity of the violation.

Dean's Discipline:

Dean's Discipline may be used when immediate administrative action is necessary to protect the safety, well-being, or functioning of the campus community. While this process may not follow the standard conduct procedures, it ensures that urgent matters are addressed promptly and fairly, with the goal of maintaining community standards and supporting student accountability.

Violation Levels:**Level 1: Minor Violations**

These are typically low-level infractions that may be resolved through educational interventions, warnings, or light outcomes.

Examples: First-Time Housing Policy, Window/Balcony/Roof/Bluffs Policy Violation, Minor Disorderly Conduct, Fire Safety Violation (Rooms-Fine), Key/Lock Policy

Typical outcomes: Verbal Warning, Written Warning, Educational/Reflective Assignment, Community-Based Learning or Service Project, College Faculty/Staff Advising and Support

Level 2: Intermediate Violations or Repeat Infractions

These involve repeated minor behaviors or more significant disruptions or behaviors that may affect the College community or violate specific policies. These may result in suspension.

Examples: Repeated Level 1 Offenses, Second Housing Policy Violation, Possession or Condoning use of Drugs/Alcohol/Vapes, etc., First Alcohol or Substance Violation, Unauthorized Entry or Access, Fireworks

Typical Outcomes: Any Level 1 Outcomes, Fines or Monetary Restitution, Restorative Justice Circle, Conduct Probation, Loss of Privileges

Level 3: Severe Violations

These are repeated and/or more serious infractions that pose a significant threat to the safety, well-being, or integrity of the campus community. These may result in suspension or expulsion.

Examples: Second violation of Drinking/Substance Use, Vandalism & Disorderly Conduct, Harassment (Bullying, Intimidation, Pranks), Distribution of Substances, Theft, Hazing, Hate Speech/Discrimination/Threats, Retaliation, Assault (Physical or Psychological), Sexual Violence (Handled via Title IX), Driving Under the Influence, Providing Alcohol or Other Substances to Minors

Typical Outcomes: Any Level 2 Outcomes, Contact Restrictions, Suspension (1 or 2 Semesters), Title IX Investigation (if applicable), Co-Curricular Suspension or Loss of Privileges, Immediate Removal from Campus, Expulsion, Law Enforcement Involvement

Aggravating and Mitigating Factors

Aggravating (increase severity)

- Prior conduct violations
- Harm to others or the community
- Premeditation or malice
- Threat, coercion, or discrimination
- Knowingly providing false information, destroying or withholding relevant information, refusing to comply with an official directive, or otherwise interfering with conduct process
- Retaliation

Mitigating factors (reduce severity)

- First Offense
- Acknowledgment of Responsibility
- Voluntary steps to repair harm or reduce risk, or use of support resources
- Attempt to comply with policy, seek help, report concern, or prevent further harm
- Seeking support voluntarily

Special Outcomes

1. Automatic Suspension: As per policy, DUI or providing substances to minors trigger immediate suspension.
2. Condoning: Knowing of and not reporting or intervening in serious Code of Conduct violations (ex. drug use, alcohol use in houses, discrimination) which may result in level 2-3 outcomes.
3. Restorative Practices: In certain circumstances, restorative practices may be used in tandem with outcomes, not as a replacement, when harm can be constructively addressed.
4. Dean's Discipline: The Dean of Students is empowered to determine appropriate outcomes in situations that require immediate action. This outcome may be applied in emergency circumstances or when timely decisions are necessary to protect the safety, well-being, or functioning of the campus community. While this process may not follow the standard conduct procedures, it ensures that urgent matters are addressed promptly and fairly, with the goal of maintaining community standards and supporting student accountability.

Student Conduct Policies

Housing Policy:

The Principia College Housing Policy sets guidelines that support a safe, respectful, and student-centered living-learning community rooted in Principia's values of character and self-government. Students are expected to review and follow all housing rules and processes detailed in the policy [here](#).

First-time violations of the Housing Policy are handled by Residential Staff; repeated or safety-related violations will be handled by the Student Conduct Process.

Substance Use Policy: Alcohol and Other Drugs, Including Smoking and Vaping

Principia College is a "Dry Community"

Principia College is a "dry community," meaning that alcohol, tobacco, vaping, and all controlled or illegal drugs (including marijuana) are not allowed on campus or at any College events or activities. This includes all College-sponsored programs, off-campus events, academic work, sports activities, internships, study abroad programs, and transportation. By attending Principia, students agree to live in this "dry" environment, which supports a safe, healthy, and respectful community for academic, spiritual, and personal growth. Failure to comply with this policy, including underage drinking, driving under the influence, or bringing drugs or alcohol onto campus, will result in disciplinary action.

Federal and State Laws

Students are expected to follow all federal and state laws regarding controlled substances. For the purposes of this policy, controlled substances include prescribed medication not used as indicated or prescribed, illegal drugs, and chemical substances not used for their intended purpose. Students who are prescribed medical narcotics may use them as directed, but must disclose them to their RC or

other Student Life employees. Illegal possession or distribution of drugs, as well as violations of state or federal laws, can result in serious legal consequences, including fines and imprisonment.

Substance Use Risks

The College recognizes that there are numerous health risks associated with substance use. Similarly, substance use can lead to legal consequences and poor academic performance in addition to having a greater impact on the larger community, contributing to a host of other potential consequences (e.g., violence, social conflict, and property destruction). For further information, see [The Principia College Drug and Alcohol Prevention Plan](#).

Student Amnesty Policy

The Student Safety Amnesty (SSA) policy applies to students who require immediate support for health and safety due to the consumption of alcohol and/or drugs. Principia does not want fear of disciplinary action to hinder an appropriate response to address incapacitation affecting the safety of yourself or others as a result of alcohol and/or drug use. If there is danger or a threat to health and safety, students are strongly encouraged to call any of the following for non-judgmental immediate assistance under this amnesty policy:

- Any RC
- Cox Cottage: 618-374-5000
- Campus Security: 618-374-5111
- Mark Hagenlocher (Dean of Students): 618-374-5162
- TBD (Assistant Dean of Students): 618-374-5562
- Dorian Watkins (Director of Residential Life and Conduct): 618-374-5661
- 911

For the purpose of this policy, amnesty is understood to mean a general pardon for an alcohol and/or drug-related emergency. Any student who seeks this emergency assistance for their own or another student's well-being will therefore not be subject to disciplinary action.

If a student has used alcohol and/or drugs and needs transportation, medical assistance, or help avoiding unsafe driving, they may call their Resident Coordinator (RC) or any of the above to help arrange a ride while invoking Confidential Counseling (CC) for support in healing and overcoming the use of, addiction to, or the temptation to use self-destructive substances that are not in alignment with the Principia's Code of Conduct.

This policy has been designed to support students who struggle to meet our community standards and to keep them safe and out of danger as much as possible.

Notice of Automatic Outcome

Due to the illegal nature and serious impact on community safety, cases involving driving under the influence or providing substances to underage students will result in automatic suspensions.

Discrimination Policy

Principia College is committed to maintaining a campus environment free from discriminatory harassment, bias-related conduct, and language that degrades, demeans, or targets individuals or groups on the basis of a protected characteristic. This commitment flows directly from the College's Belonging and Mattering Statement and its founding conviction that every person is the unlimited image and likeness of God.

Conduct that demeans, marginalizes, excludes, threatens, or targets individuals or groups on the basis of a protected characteristic may violate this policy when it creates harm, risk, disruption, discriminatory effect, or interference with educational access. Not every act of discrimination is aimed at a single person. Conduct that harms the broader community matters here too. When reviewing a report, the College will look at the full picture: the context, the setting, who was affected, how serious or repeated the conduct was, and what impact it reasonably had on those around it. When such conduct is reported, the College will review the available information, determine whether the reported behavior falls within the Code of Conduct or another applicable policy, and take appropriate action based on the behavior, context, evidence, and impact.

Relationship to Title VI, Title IX, and Other Federal Frameworks

Conduct addressed under the Student Code of Conduct may also implicate the College's obligations under Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, or other applicable law. Where reported conduct suggests a potential violation of any of these frameworks, the matter will be referred to the Legal Resource Officer and/or the appropriate institutional coordinator, including the Title IX Coordinator for sex-or-gender-based conduct, for assessment.

Principia's conduct policies reflect our values as a community and may go beyond legal minimums. Conduct may still violate Principia's community standards even when it does not rise to the level of a legal violation under federal or state law. If a complaint is reviewed by the Legal Resource Officer or another institutional coordinator and they determine that no law (such as Title IX, Title VI, or the ADA) was technically violated, the case will be sent to the Student Conduct Administrator for evaluation under the conduct rules listed in this policy.

Depending on the situation, the College's response may include education, support for those affected, informal resolution, or formal conduct proceedings where a violation creates a documented impact on safety, educational access, or the campus environment.

Protected Characteristics

This policy prohibits discriminatory conduct on the basis of the following characteristics:

- Race, color, and national origin
- Religion and religious practice

- Sex, gender, gender identity, and gender expression
- Sexual orientation
- Disability
- Age
- Veteran or military status
- Any other characteristic protected by applicable federal, state, or local law, or by College policy

Prohibited Conduct

The following conduct is prohibited under this policy:

- Using language—whether verbal, written, electronic, or visual—that degrades, demeans, or dehumanizes individuals or groups on the basis of a protected characteristic, in College-controlled, College-sponsored, or campus-related settings when the conduct creates or contributes to a hostile, intimidating, demeaning, or exclusionary environment;
- Engaging in a pattern of derogatory, stereotyping, or discriminatory communication, even when directed at or occurring in the presence of individuals who are not themselves members of the targeted protected class;
- Using slurs, epithets, or imagery referencing a protected characteristic in any campus context;
- Engaging in conduct that creates or contributes to an environment that is hostile, discriminatory, intimidating, or demeaning to individuals or groups on the basis of a protected characteristic;
- Engaging in conduct based on a protected characteristic that, considering the context and impact, materially interferes with a person's education, employment, housing, participation in College programs, safety, or equal access to the campus environment.

Clubs and Organizations Policy

Students are free to associate and express themselves through lawful and policy-abiding groups. However, any student organization or group—whether formal, informal, or secret—that engages in, promotes, or facilitates conduct that violates institutional policies is prohibited.

Unrecognized groups or clubs may be addressed through the conduct process when their activities involve hazing, discrimination, misuse of College resources, safety risks, misrepresentation of College affiliation, or intentional evasion of required oversight related to College policy compliance. Mere association or expression of unpopular views is not grounds for disciplinary action.

Prohibited conduct includes, but is not limited to:

- Operating a group or society that requires secrecy to avoid oversight or accountability.
- Participating in hazing, initiation practices, or discriminatory exclusion.
- Misusing institutional resources or misrepresenting affiliation with the College.
- Undermining safety, campus order, or educational access for others.

If students wish to participate in club activities, please click the link.

Harassment Policy: Bullying, Intimidation, and Pranks

Bullying, intimidation, and pranks undermine the values of dignity, safety, and mutual respect that are central to Principia's learning environment and community life. All students, student organizations, athletic teams, and campus groups are expected to uphold this policy and contribute to a community free from these behaviors. These behaviors are strictly prohibited and will be addressed through the College's Student Conduct Process.

Bullying

Any intentional electronic, written, verbal, or physical act—or series of acts—directed at another individual or group that causes, or a reasonable person* would know is likely to cause:

- Physical harm
- Significant emotional distress
- Damage to reputation
- Interference with a person's educational or work environment
- Disruption to the College community

*This standard is based on whether a reasonable person in similar circumstances would understand the behavior as likely to cause the listed harm or disruption. The College may consider the nature of the behavior, context, frequency, severity, audience, and impact.

Bullying may take many forms, including but not limited to:

- Physical aggression or threats
- Name-calling, insults, or persistent criticism
- Social exclusion or deliberate isolation
- Spreading rumors or misinformation
- Cyberbullying through text, email, social media, or other digital platforms

Bullying is considered especially serious when it is **severe, persistent, or pervasive** and results in:

- Substantial disruption of an individual's education, employment, or ability to participate in College programs
- Creation of a hostile, intimidating, or threatening environment
- Harm to an individual's dignity, safety, or mental health

Intimidation

Intimidation involves any behavior—verbal, written, electronic, or physical—that threatens or suggests the use of violence or coercion, causing a person or group to reasonably fear for their physical safety or well-being. This includes direct or implied threats and actions that aim to control, influence, or silence others through fear.

Pranks

Pranks can be a form of creative expression, humor, and community-building when carried out in a spirit of respect. This policy establishes guidelines to ensure that pranks contribute positively to campus life without causing harm, disruption, or damage.

Guiding Principles:

- Respect for Persons – Pranks must not humiliate, target, or endanger others.
- Respect for Property – No prank may cause permanent damage or financial loss.
- Safety First – Pranks must not compromise health, safety, or accessibility.
- Community Spirit – Pranks should be in good fun, not malicious or divisive.
- Accountability – Students are responsible for the outcomes of their actions, regardless of intent.

Prohibited Pranks:

- Any prank that is sexual in nature or that involves threats, harassment, or targeted embarrassment.
- Tampering with fire alarms, safety equipment, or locked spaces.
- Use of substances that create lasting mess (e.g., glitter, paint, food waste).
- Pranks that involve animals, vehicles, or bodily fluids.
- Any prank that disrupts classes, College operations, or public events.

Hazing Policy:

Principia College prohibits any form of hazing, whether the activities occur on or off property owned or operated by the College. Hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is (1) for the purpose of initiation, affiliation, inclusion, or maintenance of membership in any team, group, or organization; and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation, of physical or psychological injury, intentionally or unintentionally places a student in physical danger, emotional stress, or that prevents a person's access to their living or academic spaces, opportunities, or preparation.

Hazing is designed to physically or emotionally intimidate, discriminate, punish, embarrass, humiliate, ridicule, endanger, or place any person or persons in a degrading or humiliating position, and may include, but is not limited to, the following examples:

- Sleep deprivation
- Duck-taping or other physical restraint
- "Drop-offs" or "dumps" in unknown locations
- Lock-up or being confined in small spaces
- Forced cleaning
- Running errands/menial tasks
- Forced interviews
- Public or forced nudity
- Forced wearing of embarrassing or little to no clothing
- Mental and/or psychological abuse
- Public or private displays of humiliation
- Forced or coerced use of alcohol or drugs
- Use of alcohol or drugs as social currency
- Providing alcohol or drugs to minors

- Line-ups
- Forced eating or drinking of items
- Being yelled at or cursed at by other members of the team or group
- Depriving you of regular hygiene practices (brushing teeth, bathing)
- Making you steal or destroy property
- Violence
- Sexual Assault
- Beating/Assault
- Kicking
- Calisthenics
- Creation of excessive fatigue
- Forced Runs
- “Beefing” wrestling
- Any activity that seriously endangers the physical or mental health or safety of another individual

Assault, Endangerment, or Infliction of Physical and/or Psychological Harm

Physical restraint, assault, or any other act of violence or use of physical, verbal, or psychological force against any member of the community, or any act that threatens the use of such force, is forbidden. Conduct—whether reckless or intentional—that a person knows, or which any reasonable person under the circumstances would know, places oneself or another at risk of harm is subject to disciplinary action, whether or not the risk is realized.

Community Responsibility and Support

At Principia, our conduct policies reflect shared commitments that our students embrace upon joining this community. We believe that genuine care for one another includes the courage to act when something feels wrong—not as enforcers of rules, but as people who value each other's safety, well-being, and the health of our shared environment. Students are encouraged to respond to concerning situations in whatever way feels safest and most appropriate, whether that means having a direct conversation, seeking guidance from Residential Staff, or connecting someone with support resources. Students who make a good faith effort to engage with these expectations will not face disciplinary action.

All Residential Staff are available as a confidential resource for students who are unsure how to support a friend or roommate, or who need help thinking through a difficult situation.

Alcohol and Other Drugs

Principia is an alcohol, tobacco, and drug-free community. Students are responsible for what is present in their living spaces, vehicles, and belongings. A student who is aware that substances such as alcohol, tobacco, marijuana, or other drugs are being used or stored in their room, car, or belongings may be considered to have accepted responsibility for that presence and may be addressed through the Conduct Process.

Discrimination, Harassment, and Violence

Principia is committed to a campus culture where every student feels safe, respected, and included. Students who become aware of discrimination, harassment, or acts of violence are encouraged to seek support and guidance on how to respond. Students who take no steps to address or report such conduct—when it was reasonably within their ability to do so—may be considered to have contributed to an environment where that behavior is tolerated, and may be addressed through the Conduct Process.

Healthy Relationships/Sexual Activity Policy

Principia College is committed to establishing and maintaining a community free from sexual discrimination, harassment, violence, and stalking to protect the personal safety of every individual and to support academic access and success. Students are expected to develop strong, respectful, safe, and uplifting relationships. Principia College will intervene when a student's actions violate conduct, housing, roommate policies/agreements, or when sexual misconduct occurs.

The Principia College Policy for Resolving Reports of Sexual and Gender Harassment, Discrimination, and Sexual Misconduct. [See Policy Here](#).

Theft Policy

Students are not permitted to engage in any form of larceny, robbery, shoplifting, burglary, theft, or stealing involving property belonging to the College, a student organization, a member of the College community, or a visitor to the College on campus or at any College events or activities. This includes all College-sponsored programs, off-campus events, academic work, sports activities, internships, study abroad programs, and transportation. Attempted theft, aiding theft, or possession of stolen items is also prohibited.

Theft may include taking, possessing, or using property belonging to another person or the institution without authorization and typically includes lower-value items, minor incidents, or first-time offenses. Examples: borrowing a roommate's clothing without permission, stealing food from the dining hall, and taking small personal items.

Major theft involves significant value, impact, or intent (e.g., over \$500), theft that creates safety/security risks (e.g., stealing keys, IDs, or access devices), or theft involving **fraud, forgery, or credit card misuse**. Examples: stealing laptops, bicycles, lab equipment, large sums of money, or property essential to operations.

Vandalism & Disorderly Conduct Policy

Vandalism: Vandalism is the deliberate destruction or damage of property and is subject to the Student Conduct Process.

Disorderly Conduct: As defined by Principia's Freedom of Speech and Expression Policy, students have a right to express their viewpoints, feelings, and beliefs. However, this expression may be limited based on discriminatory effect or community impact. Disorderly conduct is speech or action that

impinges on the rights of other members of the community or the essential operations of the College and is subject to the Student Conduct Process.

Disorderly conduct is behavior that materially and substantially disrupts or interferes with the orderly operation of the College or the safety and well-being of members of the community. This includes, but is not limited to: engaging in conduct that is disruptive, unreasonably loud, or creates a disturbance; refusing to comply with reasonable and lawful directions of College officials or staff acting in the performance of their duties; or knowingly or recklessly continuing an action or activity after being informed that it is prohibited or must cease.

Disorderly conduct may also include conduct that, through refusal to comply, escalation, or interference, undermines community standards or impedes others' ability to participate in the educational environment.

Disorderly conduct includes, but is not limited to:

- Unauthorized access to College facilities.
- Failure to comply with campus safety policies.
- Conduct that restricts or prevents faculty, staff, or student employees from performing their duties.
- Conduct or noise that disrupts the operations of the College, such as classes, meetings, events (such as admissions tours or job interviews), ceremonies, or other necessary business and community functions; and/or
- Any other action(s) that result in unreasonable interference with the learning/working environment or the rights of others.

Campus Safety Policies

Weapons Policy

The personal possession of weapons in all campus buildings and on all campus property, including in personal vehicles and residences, is strictly prohibited. This prohibition applies to all students, employees, independent contractors, and visitors, including those who have a valid permit to carry a concealed weapon. Students and employees are also prohibited from possessing weapons while operating a Principia vehicle or while engaging in Principia business, including participation in or presence at off-campus official Principia activities.

Weapons are defined as firearms, knives over three inches, bows/crossbows and arrows/bolts, slingshots, water balloon launchers, decorative swords and weaponry, martial arts equipment, tasers, as well as BB, pellet, airsoft, paintball, stun guns, ammunition, explosives, fireworks, replica firearms, and other potentially hazardous items.

Fire Safety Policies

Principia's fire safety program is designed to reduce the dangers of fire to people and property. The rules relating to fire safety on the Principia College campus are set by the Office of the Illinois State Fire Marshal. Students are expected to follow fire safety rules and report observed fire safety hazards or deficiencies to Campus Security, Residential Staff, or other appropriate College officials. The Campus Security Website lists [Fire Policies](#) for Principia. If a student's room is not up to code, there

may be a \$25-per-day fine until compliance is achieved. Repeated noncompliance will result in increased fines and may result in disciplinary action.

Fireworks

The sale, use, or possession of fireworks, including firecrackers and rockets, etc., is illegal in Illinois. Any use on campus will result in fines at a minimum.

Unauthorized Entry or Access

Unauthorized entry into or presence within enclosed College buildings or areas, including athletic facilities, construction sites, and student rooms or offices, even when unlocked, is prohibited and will be subject to the Student Conduct Process.

Keys/Locks Policy

Tampering with locks to College buildings, Houses, individual offices, or student rooms; unauthorized possession or use of College keys or key cards; lending key cards to an individual not assigned access to the same house or room; and alteration or duplication of College keys are against College policy.

Window, Balcony, Roof, and Bluffs Safety

Nothing should be thrown or dropped from windows, roofs, or balconies. No one should enter or exit any building through any window or balcony. No one should be present on any building roof without authorization.

The bluffs and cave formations along the River Road are off-limits from any point below the bluff ridge towards the river or beyond the limits indicated by signs along the bluff trail.

**All Students are expected to adhere to the following rules regarding campus safety. Students who violate these policies will be subject to the Student Conduct Process. Campus Safety Policies may be found in full [here](#).*

Illegal Activity

Illegal activity, whether on or off campus, is not permitted. Although the College is private property, it remains subject to applicable federal, state, and local law. Students who choose to engage in illegal activities (on or off campus) may face criminal prosecution and/or civil suits. We will cooperate with the police in investigating illegal activities. We reserve the right to conduct a drug test, a breathalyzer test, and/or a search of the room and vehicle.

Additional Information

International Students

Consequences for international students may be more severe, as according to the United States Department of Homeland Security regulations, suspension of an international student on an F-1 or J-1 visa status could result in deportation from the United States. Due to visa issues for international students and to facilitate regulatory compliance when an international student receives a suspension

notice, the suspension will take effect up to 21 days later to allow the SEVIS principal designated school official (PDSO) to make necessary visa arrangements. Students must comply with the policies regarding campus housing of suspended students. No action will be taken in SEVIS until the suspension goes into effect. The PDSO will notify the Dean of Students and/or Dean of Academics and the registrar when arrangements have been made.

Notification

As part of the Conduct process, the College may notify College officials or other individuals with a legitimate educational, safety, compliance, or support need related to the conduct matter, consistent with applicable law and College policy.

Jurisdiction

Principia College's policies normally apply to the conduct of matriculated students and any other defined student status, exchange, or visiting students. These policies apply to conduct occurring on Principia College property or at College-sanctioned events or programs held off campus. If a student organization violates a College regulation, the organization and its individual members may be held accountable for the violation and sanctioned by the College. Finally, students should also realize that they have the responsibility to ensure that their guests do not violate College policies, rules, and regulations while visiting and that student hosts may be subject to disciplinary action for the misbehavior of their guests.

Records

Student Life will retain records of all reports, allegations, and complaints, including any recordings of fact findings or other meetings of student misconduct, regardless of how the matter is resolved. Individual student conduct records are kept on file for five (5) years after graduation, except in cases resulting in expulsion, in which records are kept indefinitely. Students have an official College transcript maintained by the Registrar and a student Code of Conduct record maintained by Student Life. Generally, all determined violations addressed through the Student Conduct Process are noted on a student's disciplinary record. A student's disciplinary record is not released externally without a student's written permission or, in the absence of that, under narrowly defined circumstances. Principia College does not include conduct outcomes on transcripts.

All Student Conduct Policies and Procedures will be reviewed biennially by Student Life in collaboration with community stakeholders. Student Life reserves the right to update any policies outlined below if changes to institutional, local, or state rules and/or procedures require us to do so.

Community Standards

This Code may not describe every circumstance. The College may address conduct not specifically listed when the behavior violates a published College policy, law, or official directive; creates a material risk to safety; substantially disrupts College operations or educational access; damages property; or interferes with the rights of others.