



Code of Student Rights and Responsibilities

September 01, 2021

Name of Policy

Implementation Date

Chief Executive Officer

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Position(s) Responsible

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This document will encompass the following:

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1. Introduction

The College is committed to the provision of high quality education and training, and seeks to ensure an environment of academic integrity in both the learning and evaluation processes taking place at the College. It is also committed to the establishment of an atmosphere of respect and appreciation for the rights and responsibilities of all those associated with the College.

The Code of Student Rights and Responsibilities (the Code) reflects the College's intention, not only to respect the rights of students, but also to require students to respect the rights of others and to observe College rules and regulations essential to the orderly operation of the College and the classroom. This includes compliance with all health and safety policies, procedures and protocols.

The Code of Student Rights and Responsibilities is intended to act as a guideline for students, staff, faculty, administrators, and the Board of Governors. It is not intended to be a legal contract between the students and the College, and it cannot override any collective agreement or other legally enforceable contract where there is a conflict. In the event of any procedures conflicting with the policies of the Board of Governors, the policies would prevail. These rights and responsibilities apply to all students engaging in educational pursuits offered by the College. From time to time, the College may make changes to the list of rights/privileges, at which point the document will be taken through the normal approval procedure.

Every student of the College is expected to review and make themselves familiar with the matters addressed in this Code. In addition, every student is responsible for reviewing various other policies and procedures relating to his/her enrolment at the College which can be found on the College's website. A list of such policies and procedures is contained in the Appendices to this Code. Every student is expected to adhere to these policies and to encourage other students to do the same.

2. Definitions

When used in this Code of Student Rights and Responsibilities:

Academic means those activities/behaviours and/or matters directly related to the instructional/learning process.

Academic integrity means a strict code of conduct at school, where one's behaviour demonstrates a commitment to six fundamental values: honesty, trust, fairness, respect, responsibility, and courage.

Academic misconduct means a violation of academic integrity, where a student gains an advantage in their schoolwork through dishonest behaviour.

Academic penalty means a punitive measure, resulting from an incident of academic misconduct. **Administrator** means one or more of the managerial employees of the College who perform work of an administrative nature and as defined by the Terms and Conditions of Employment for Administrative Staff.

Behavioural Assessment Care Team (BACT) is a multi-disciplinary team which meets regularly to gather and coordinate information and to develop support plans to promote student health and well-being, a successful academic experience, and a safe campus environment.

Behaviours of Concern means behaviours that are worrisome, disruptive, intimidating, troublesome and/or threatening to others that may be presented through a student's appearance, spoken or written words, or specific actions.

Chair means an administrator responsible for the operation of a School within the College and to whom faculty and staff within that School report. A Chair has the authority to assign a designate on their behalf.

Code means the Code of Student Rights and Responsibilities.

College means ARV Canada College, its various properties and campuses, its Board of Governors, its agents and employees.

College Community means any member of the College Board of Governors, students, administrators, faculty members, support staff, contract workers, and agents.

College Employee means any person who works for or provides services to the College on a full- or part-time basis, whether belonging to a bargaining unit or not.

College Resolution Officer (CRO) means the staff member responsible for the complaint and resolution process for non-academic related issues. The College Resolution Officer has the authority to assign a designate to act on their behalf.

College Sponsored/Approved Event/Activity means any event/activity sponsored and/or approved by the College whether on or off campus.

Days means working days, which are Monday through Friday, except statutory holidays and when the College is officially closed by order of the President or by virtue of any governmental order or regulation.

Dean means the administrator responsible for the operation of a School or Schools within the College. A Dean has the authority to assign a designate on their behalf.

Faculty means one or more of the professors and instructors employed by the College to teach any course of study, or any counsellor or librarian, or any person falling within the definition of an academic employee, under the current Collective Bargaining Agreement.

Harassment engaging in a course of vexatious comments or conduct directed toward an individual, or group of individuals, that is known or ought to be reasonably known to be unwelcomed or unwanted.

Invigilator means a person appointed to supervise students/candidates during a test or examination.

Immediate Supervisor means immediate supervisor or a person appointed by the College President as their designate.

Member means a member of the College Community.

Non-Academic means those activities/behaviours and matters not directly related to the instructional/learning process.

Not in Good Standings means a student who is “Not in Good Standing” as a result of being issued a Behavioural Contract, a suspension, a dismissal and/or a no trespass notice by the College for violating one or several College policies (for example: The Code of Student Rights and Responsibilities; and/or Workplace Violence Prevention and Reporting Policy) and who may not be eligible for academic awards and/or be employed/volunteer in a leadership capacity within the College.

Any behavioral misconduct by a student that results in a notice of disciplinary action by the College will automatically remove that student from a “Student in Good Standing” designation to a “Not in Good Standing” category. The “Not in Good Standing” status will be in effect until the end of the Academic term following a period of one full year from the date of the notice of disciplinary action to the student.

Official College Publication means those publications approved by the Board of Governors or the College President, and includes the following: College Calendar, College Admission/ Handbook, Continuing Education Calendar, and the Code of Student Rights and Responsibilities.

Personal Information means information about an identifiable individual, including: race, national ethnic origin, colour, religion, age, sex, sexual orientation, marital or family status; education, medical, psychiatric, psychological, criminal, employment history or financial transactions; identifying numbers such as Health Card, S.I.N., or student number, student home address or home telephone number; private correspondence; the individual’s name where it is linked to their personal information.

Proctor means an individual who is appointed to monitor students/candidates during a test/examination which is written in the testing lab, most usually accommodated or make-up.

Recognized Student Organization means the student organizations recognized from time to time by the Board of Governors which include:

1. The Student Representative Council, Inc. (S.R.C.)
2. Thames Students Inc. (T.S.I.)
3. The Student Athletic Association (S.A.A.)

Rules and Regulations means such rules, regulations, policies or procedures as may be approved and published or communicated by the Board of Governors, the College President, or other College authority from time to time.

Senior College Administrator means the President, Vice Presidents and other administrators reporting directly to the President that have been designated as part as the “Senior Operations Group”.

Sexual Harassment means unsolicited or unwanted sexual advances, or requests for sexual favours, unsolicited or unwanted verbal abuse or physical contact of a sexual nature, unwanted written or visual material of a sexual nature, including electronic materials.

Student means any person(s) registered in a course or program of study at the College, whether full-time or part-time or a person in the process of registering to become a student. (e.g.: participating in admissions testing; auditions, etc.)

Student Press means any publication published by a recognized student organization.

Student Repository means the College’s information system that records and reports Code and other policy violations and penalties.

Support Person means another student or a member of the College community.

Support Staff means one or more of the College employees who perform work of a technical or support nature within the definition of the Support Staff Collective Bargaining Agreement.

Vice President means a Senior College Administrator reporting directly to the President and who is responsible for a specific area(s) of operation.

Violence means:

- a) The exercise of physical force by a person against another person that causes or could cause physical injury;

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- b) An attempt to exercise physical force against a person that could cause physical injury;
 - c) A statement or behaviour that is reasonable to interpret as a threat to exercise physical force that could cause physical injury.

3. Student Rights

In common with all other individuals in BC, students enjoy rights under the *Human Rights Code*, the *Canadian Charter of Rights and Freedoms* and the *Freedom of Information and Protection of Privacy Act*. Students have and may exercise their general rights as citizens, subject to the rules, regulations and discipline of the College. They also have the right to the enjoyment of a safe learning environment and fair treatment in accordance with the rules, regulations and discipline of the College.

From time to time, the College may make changes to the list of rights/privileges, at which point the document will be taken through the normal approval procedure. Examples of student rights and privileges include, but may not be limited to:

Academic Appeal – The right to question and appeal, within other defined academic procedures, those matters affecting one’s academic status, promotion and matters affecting graduation.

Academic Guidelines – The right to receive, in writing and in a timely manner, copies of academic information such as course outlines, course objectives, grading/evaluation systems including penalties, attendance policy, academic regulations, and a statement when major projects/exams/assignments are due. This includes the right to be informed, in advance, of any substantial changes made to these items.

Access to Complaint/Appeal Processes – The right to file a complaint and/or the right to appeal a decision under the Code of Student Rights and Responsibilities, if a student feels that they have been unjustly treated regarding the application of a College policy or procedure or regarding the action(s) of fellow students or other members of the College community.

Accommodations – The College will provide supports and services to all students with disabilities, both temporary and permanent, with valid supporting documentation. Interim accommodation requests will be received in good faith and can be provided pending receipt of medical documentation. Retroactive accommodations will be considered based on the unique circumstances of the individual matter. The College will give all Human Rights Code-related requests for accommodation meaningful consideration. Students should contact Student Services for information regarding the accommodation process.

Application of College Policies and Procedures – The right that all College policies and procedures will be applied consistently by all College members.

Assembly – The right to organize and take part in orderly assemblies on campus, so long as such assemblies do not interfere with the regular activities of the College community and are not contrary to College rules and regulations.

Freedom to Publish – The right to publish and distribute views on campus, either personally or through the student press, free from censorship but subject to the law, standards of responsible journalism and the reasonable requirements of good taste.

Freedom of Speech – The right to express themselves on any subject, without hindrance or fear of reprisal, subject to the laws of defamation and to the reasonable requirements of discipline, except where the exercise of such rights interferes with the rights of others.

Impartial Grading – The right to be objectively graded on academic performance and to be protected by established procedures against prejudice or unreasonable evaluation. This includes the right to request a re-evaluation of those factors used to determine the grade, in accordance with College procedures.

Information and Procedures – The right to request and receive, in a timely manner, information and advice that will help the student become more knowledgeable about College programs, courses, services and activities. This includes, but is not limited to, the following:

- a) To know the approximate College-related expenses to be incurred by the student during the term/semester/year;
- b) To be informed of the office hours of one's faculty and/or their absence and/or the office hours of other employees responsible for providing services and activities;
- c) To be able to, within a specified time period and for reasonable cause, and in accordance with College procedures, change a course or transfer to a different section, if available, after classes have begun;
- d) To obtain one's marks/transcripts/credentials within the deadlines and procedures established by the College;
- e) To have the opportunity to obtain or review one's submitted and evaluated assignments, tests, exams and projects;
- f) To add information to one's official record disputing material of a negative nature.

Inquiry and Access – The right to request and receive any approved College rule, regulation, policy, procedure or guideline regarding College programs, courses, activities, and services, as well as information regarding the consequences of breaking such rules, regulations, policies, procedures or guidelines. This includes the right to make, without fear of reprisal, a responsible complaint to the appropriate College authority.

Invited Speakers – The right to attend, and hear without fear of reprisal or interruption, presentations by speakers invited to speak on College property, on the condition that no speaker shall be invited to speak on College property without the prior and written approval of authorities designated by the President.

Issue Resolution – The right to obtain information on enforcing student rights and to expect resolution of legitimate concerns in a timely, effective and professional manner.

Learning Environment – The right to a safe learning environment and to be free from any and all discrimination and/or harassment, including sexual harassment.

Organizations – The right to form, elect, join and take part in any lawful group or organization, whether recognized or not, for the purpose of organizing, sponsoring, maintaining and administering the common interests of that group, subject to College rules and regulations.

Privacy of Records and Release of Information – The right to the privacy of one's official records and the right to personally examine such records, including the right to challenge the accuracy or presence of any entry on one's records and the right to be notified, in writing, of adverse information being placed in one's file. The right to expect that personal information will not be released to anyone, without the prior written consent of the individual concerned or unless required under the Freedom of Information and Protection of Privacy Act and/or legal procedures, and that any disclosure will comply with the appropriate provision(s) of the Act.

Representation – The right to make personal representation(s) to any College decision-maker, or decision-making body, regarding any aspect of one's rights or status, according to established College procedures.

Security of Person and Property – The right to be secure against unreasonable search or seizure. This includes the right to be free from harassment.

Soliciting Money – The right to solicit money on campus for purposes approved by the College, in accordance with College regulations and procedures, and subject to law.

Use of Facilities – The right to apply for the use of College facilities and, upon approval, the obligation to abide by such regulations as may be laid down (including the payment of fees or expenses, which may include a Performance bond), so long as designated College facilities are not required for College purposes and are generally available.

4. Student Responsibilities

The College recognizes that the privilege of pursuing an education includes the responsibility of all members of the College community to maintain high standards of conduct. The College shall treat

students as adults who are capable of and responsible for conducting their affairs with courtesy and proper regard for the rights of others and of the College community. The College expects that students will conduct themselves honorably and maturely in pursuit of their academic goals and, at the least, in accordance with federal, provincial and municipal laws and with College rules and regulations. The following list of responsibilities is not exhaustive but reflects the general categories of responsibilities.

The College expects that students will be responsible for such things as:

1. Obtaining information concerning course outlines, content, evaluation methods, methodology, academic standing regulations and graduation requirements;
2. Obtaining information and the procedures to be followed in the case of rescheduling or replacement of classes
3. Respecting other people's health, safety and right to security;
4. Communicating with faculty, counselors and staff in order to resolve problems. The student is responsible for obtaining faculty and staff schedules;
5. Observing requirements concerning attendance, punctuality and appropriate behaviour;
6. Submitting assignments within the required deadlines. If unable to do so, seeking faculty approval to make alternate arrangements;
7. Being aware of educational activities and services available to assist them in orientation to the College, academic achievement, general growth and development;
8. Participating in meetings and correspondence when requested. Failure to do so does not negate any process noted in the Code;
9. Complying with regulations and procedures regarding the use of College materials, equipment, and services and following College rules and guidelines;
10. Complying with College/Departmental Health and Safety policies and guidelines.
11. Respecting the right of the College and of the faculty members to determine the course content, instructional methodology, evaluation procedures, and the frequency of evaluation within the guidelines set for the course and approved by the academic department;
12. Respecting faculty's right to set deadlines for assigned work, to expect assignments to be submitted at the times specified and to establish penalties for failure to comply with deadlines;
13. Respecting faculty's right to expect assignments to be neatly presented with appropriate identification and in accordance with the course requirements;
14. Respecting the principles of academic integrity and being aware of what constitutes academic misconduct;
15. Writing tests and examinations at the time(s) scheduled, adhering to the established procedures when writing examinations, and complying with the Examination Policy;
Note: Section 404 of the Criminal Code of Canada makes impersonation at an examination a criminal offence.
 - a) Section 404: Everyone who falsely, with intent to gain advantage for himself or some other person, personates a candidate at a competitive or qualifying examination, held under the authority of law or in connection with a university, college, or school, or who

knowingly avails himself of the results of such personation, is guilty of an offence punishable on summary conviction.

16. Assuming responsibility for course work and assignments missed when absent. Participation in co-curricular activities, athletic events, field trips, student exchanges, etc. does not reduce academic responsibility
17. Respecting faculty's right to have appropriate classroom deportment. Should a student be disruptive or disrespectful, faculty have the right and obligation to exclude the student from the teaching area.
18. Obtaining prior approval from faculty or staff to bring a child or other guest into the classroom or other areas used for student learning or study (e.g. Library); children or guests must not be disruptive to the learning of others.
19. Respecting the rights of all members of the College community.
20. International students understanding that the College does not provide advice or counsel on work permits, study permits, co-op permits, etc. Students are responsible to visit the IRRC website for additional information regarding such matters.
<https://www.canada.ca/en/immigration-refugees-citizenship.html>

NON-ACADEMIC MISCONDUCT

5. Non-Academic Misconduct: Offences, Penalties, Complaint Process & Appeal

Any one of the following activities is considered an offence against the Code, and the student is subject to appropriate penalties and disciplinary procedures if in violation of the Code. The list of offences is not exhaustive but reflects the general categories of offences

5.1 Non-Academic Misconduct: Offences

General Misconduct

Offences include:

1. Convictions of any federal, provincial or municipal law, so far as they are relevant to this Code;
2. Breach of approved College policies, procedures, rules, or regulations that are in effect;
3. Knowingly aiding or assisting another person(s) in the commission of any offence on campus or at any College-sponsored/approved activity on or off campus.

Abuse, Harassment, Dangerous Activity

Verbal or Physical Abuse. No student or other member of the College community shall threaten or cause any other person to fear verbal or physical abuse on College premises or at College-sponsored activities/functions off campus.

Harassment. No student or other member of the College community shall engage in a course of vexatious comments or conduct directed toward an individual, or group of individuals, that is known or ought to be reasonably known to be unwelcomed or unwanted.

Sexual Harassment. No student or other member of the College community shall sexually harass another person, on college premises, or at College-sponsored activities/functions off campus.

Violence. No student or other member of the College community shall, on College property, or at College-sponsored/approved functions off campus, individually or with a group, including picketing or a rally:

1. Use words, gestures or acts in a manner that causes or threatens violence or abuse to any group or individual;
2. Use words, gestures or act in a manner, in a situation of clear and imminent danger, which may incite others to behave in a way which violates the Code or general law;
3. Knowingly create a condition that endangers or threatens the health, safety, or well-being of other persons or impairs the freedom of any person;
4. Bring on College property or to any College-sponsored/approved activity any explosives (including fireworks), firearms, other weapons or imitations of weapons.

Violation of Health and Safety Policies. No student or other member of the College community shall violate any College Health and Safety Policies, procedures and guidelines (including violation regarding required PPE (personal protective equipment)). Students who have violated College or program specific Health and Safety policies (example PPE in labs or shops) will be subject to the non-academic penalties.

Disruption or Obstruction of Regular or Organized College Activities. No student or other member of the College community shall disrupt or obstruct any regular or organized College activities/functions, including public service functions and other authorized activities on College property or at College-sponsored/approved activities off campus.

Communications. No student or member of the College community shall:

1. Fail to obey the lawful instructions or comply with the directions of a College employee, or person acting on behalf of the College, while that employee or person is acting in the proper performance of their duty;
2. Refuse to provide identification upon reasonable request and justification by a College official, employee or person acting in the proper performance of their duty (e.g. Campus Security).
3. Engage in conduct in any form that is, or would reasonably be seen to be, humiliating or demeaning to another person or coerce, entice or incite a person to commit an act that is, or is reasonably seen to be, humiliating or demeaning to that person or to others, including but not limited to social media or texting.
4. Use information and communication technologies such as e-mail, cell phone, text messages, instant messaging, personal Web sites, social networking sites, or online personal polling Web sites, to engage in or support harassing or hostile behaviour by an individual or group, or that is intended or has the potential to harm others (e.g. cyber-bullying).

Unauthorized or Illegal Substances. No student or member of the College community shall on College property or at a College-sponsored activity/function off campus:

1. Possess, use, or distribute or assist in the use, sale, or distribution of any illegal or unauthorized narcotic, substance, drug or article;
2. Possess, sell, or distribute or assist in the sale or distribution of any alcoholic beverage in unlicensed areas and without prior College permission;
3. Possess or use firearms, weapons, imitations of weapons, explosives (including fireworks), dangerous chemicals, or other potentially harmful substances, on College property or at College-sponsored functions or activities off campus, without prior College permission;
4. Impair the instructional process or cause a safety problem to themselves or others, by the consumption of any alcoholic beverage, or the use of any illegal narcotics or drug, or any unlawful substance

Theft, Damage or Destruction of Property. No student or other member of the College community shall on or off College property:

1. Misappropriate, convert, move without authority, destroy, deface or otherwise damage College property or any property of any other person while participating in College sanctioned/approved activities/events.
2. Possess College property, or property of any member of the College community, without the written consent or authority of the College or the affected person;
3. Enter or remain on College property for purposes other than those within the mandate of the College

Fraud or Misuse of College Facilities, Equipment, Materials, Services and Resources.

No student or other member of the College community shall:

1. Forge, alter, or use College documents, records, or instruments with intent to defraud;
2. Misuse the College name or the name of any College employee, document, record, instrument or identification with or without the intent to defraud;
3. Obtain any College equipment, material, or service by fraudulent means or by providing false information;
4. Use any College facility, equipment, material, or service contrary to College authority, policy, regulation, or procedure;
5. Remove books or other resource material from a College area without proper authorization; mutilate or deface library books or materials; purposely misplace books or materials which may deprive other members of the College of the opportunity to have access to such resources;
6. Violate the Computing, Network and Communications Resources Acceptable Use Policy, by:
 - a) **Engaging in unauthorized access (hacking).** This may include using unauthorized usernames, passwords, computer addresses, or identities, or modifying assigned

network settings to gain access to computer resources and/or data, or otherwise attempting to evade, disable or “crack” security provisions of College or external systems.

- b) **Engaging in vandalism of data.** Deliberate alteration or destruction of computer files is a Criminal Code offence and will be prosecuted. Under no circumstances may a user inspect, alter, delete, publish or otherwise tamper with files or file structures that the individual is not authorized to access.
- c) **Interfering with other users’ work.** This includes use of any process that causes a user to be deprived of services or resources that they would normally expect to have available. It covers, but is not limited to the creation of “spam” and the introduction of viruses or chain letters.
- d) **Squandering computing, network, and communications resources.** Resources are shared and no user may degrade the systems by the use of unwarranted data space, time and bandwidth consumption through resource-intensive programs, unattended network connections, and/or lengthy print jobs.
- e) **Sharing their account.** The College’s computing resources are allocated to groups and individuals for specific academic and administrative purposes. It is not acceptable to give, sell, or otherwise provide computing resources to individuals or groups that do not have explicit permission to use them from the College authority.
- f) **Utilizing the College computer system for commercial purposes.** The College system(s) may not be used to sell or promote products or services for personal gain. This includes uses such as distribution of advertising materials, the offering of network information or services for sale, and private enterprises.
- g) **Committing a breach of copyright.** This includes installing, reproducing, and/or distributing copyrighted materials such as proprietary software, publications, or files without permission. College software is provided under license agreements with various vendors and may not be copied or otherwise removed.
- h) **Importing or distributing offensive material.** Materials not subject to legal sanction may be objectionable or repugnant to persons other than the computer user. Importation or distribution of such material (including, but not limited to, racist material, hate/violent, sexist slurs, or pornography) requires an underlying academic or educational purpose.
- i) **Promoting a hostile atmosphere.** The display of sexually explicit or violent images in public spaces and/or the initiation of unsolicited communication with sexual content contravenes the College’s Respectful Work and Educational Place Policy.
- j) **Sending harassing or defamatory material by electronic means.** Harassing or defamatory material may not be sent by electronic means, including email and voice mail or posted to news groups.

5.2 Non -Academic Misconduct: Penalties

Misconduct as outlined in the Code may result in disciplinary action through one or a combination of College, civil, or criminal proceedings. A student who has been found in violation of the Code shall be subject to a penalty, or penalties, depending on the offence. Some cases may warrant more than one penalty and previous College misconduct may be taken into account in determining penalties.

Violation(s) of the Code or inappropriate behavior by other members of the College community will be dealt with in accordance with applicable laws, College Policies and Procedures, and the principles of progressive discipline under current collective agreements and/or other legally enforceable contracts.

Minor infractions will normally be dealt with in the area or department where they occur.

A record of any penalty, or other documentation, that has been issued as a result of Non-Academic Misconduct by a student may form part of the student's record and may render a student "Not In Good Standing" in accordance with the Student Overall Standing Policy (Policy #1.5.6.).

When an offence occurs, the incident will be entered into the College's Student Repository in addition, the following penalties may be issued:

1. **Official Warning.** A notice to the student, verbally or in writing, that the student has violated a specific section of the Code and that continuation or repetition of such violation will be cause for further disciplinary action.
2. **Reprimand.** A written letter of reprimand to the student for a specific breach of the Code that will serve as notice for more severe disciplinary action if there is another breach of the Code.
3. **Care Plan.** A supportive intervention tool used by the BACT to outline the student's expected actions and behaviour after the behaviour(s) of concern have been reviewed. The plan is designed to promote the overall well-being of the student and College community.
4. **Behavioural Contract.** In all cases, a student may be placed on a behavioural contract that may specify specific terms and/or expectations including, but not limited to: mandatory counselling; exclusion from specific areas of the College; exclusion from College events; and conditions such as a prohibition against consumption of alcohol on campus. Requirement for permission from a specific administrator prior to attending special College functions on or off campus (field trips or non-academic functions, for example, etc.).

In appropriate circumstances, the College Resolution Officer, with the approval of a Senior Manager, may include in such Behavioural Contract a condition that the student obtain an assessment by a professional in a designated field of practice confirming his/her fitness to attend College prior to returning to College functions or services, including but not limited to residence and academic programming.

5. **Probation.** In addition to a warning, reprimand and/or behavioural contract, a student may be placed on probation for a stated period with specific conditions; a breach of which may result in suspension or dismissal.
6. **Restitution.** In all cases, restitution may be ordered in addition to other penalties where the misconduct involves damage to or misappropriation of property of the College or others. Restitution may be by way of personal service in order to repair or otherwise compensate for physical damage. If the student is ordered to provide restitution, the College may withhold grades, transcripts, certificates and diplomas, and may refuse subsequent registration until all terms of the restitution have been satisfied (see also Revocation/Withholding a College Credential and/or Academic Credit).
7. **Exclusion.** This involves immediate exclusion from a particular part of the College, (i.e. classes, labs, rooms, or buildings) or part of a program of study for a specific period of time.
8. **Revocation/Withholding a College Credential and/or Academic Credit.** These penalties may be invoked in instances of non-payment of a fee or other monies due the College, or failure to return College equipment, or failure to provide full restitution, etc.
9. **Immediate Interim Suspension:** In addition to any other action or penalty specified herein, the College Resolution Officer or a Senior Administrator may suspend a student if the safety of other persons or the possibility of further damage to College persons or property is in question or if the continued presence of the student(s) would be disruptive to College activities. In such a case, the issue of Interim Suspension shall be reviewed within two (2) days and the College Resolution Officer or their designate shall either revoke or confirm the Interim Suspension while the investigation into the behaviour is being conducted and pending outcome of the final investigation.
10. **Suspension.** This involves suspension from the College for a stated period. The suspension may include conditions that must be met before the suspension is lifted.
11. **Full Suspension.** This involves suspension from the College and/or classes/labs or instruction and other specified privileges or activities for a definite period of time not to exceed one year.
12. **Dismissal.** This involves the permanent dismissal of the student from the College. The penalty may contain provisions for a specific period of time and readmission as specified by the College.

5.3 Non-Academic Misconduct: Penalties and Issuing Authority

Non-Academic Misconduct	
Penalties	Issuing Authority
Official Warning	College Resolution Officer or Administrator in conjunction with the CRO

Reprimand	College Resolution Officer or Administrator in conjunction with the CRO
Behavioural Contract	College Resolution Officer or Administrator in conjunction with the CRO
Probation	College Resolution Officer or Administrator in conjunction with the CRO
Restitution	College Resolution Officer or Administrator in conjunction with the CRO
Exclusion	College Resolution Officer or Administrator in conjunction with the CRO
Revocation/Withholding College Credential and/or Academic Credit	Administrator
Immediate Interim Suspension	College Resolution Officer, Senior Administrator or their delegate.
Suspension	College Resolution Officer, Senior Administrator or their delegate.
Full Suspension	Senior Administrator
Dismissal	Senior Administrator