



STUDENT HANDBOOK

2026-2027



HASKELL INDIAN NATIONS UNIVERSITY
155 Indian Ave. Lawrence, KS 66046

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Calendar



FALL 2026 ACADEMIC CALENDAR

AUGUST 2026	
Monday, August 31	Classes Begin Add/Drop Period Begins
SEPTEMBER 2026	
Friday, September 4	Add/Drop Ends at 4:00 PM CST
Monday, September 7	Labor Day (No Classes & Campus Offices Closed)
Friday, September 11	Last Day for Students to Change Math or English Courses
Friday, September 25	Petitions for Spring 2027 Graduation Due at 4:00 PM CST (Office of the Registrar)
OCTOBER 2026	
Friday, October 9	Last Day for Faculty to Submit "Change of Grade Form" for prior Semester Grade Changes and Incomplete Contracts (DocuSign form – Office of the Registrar)
Monday, October 12	Indigenous Peoples' Day (No Classes & Campus Offices Closed)
Friday, October 30	Last Day to Withdraw from a Class with a "W" due by 4:00 PM CST (Office of the Registrar)
NOVEMBER 2026	
Monday, November 2	Spring 2027 Early Enrollment for Continuing Students Begins
Wednesday, November 11	Veterans Day (No Classes & Campus Offices Closed)
Wednesday, November 25	Fall Break Begins (No Classes)
November 26 - 27	Fall Break (No Classes & Campus Offices Closed)
Monday, November 30	Fall Break Ends (Classes Resume)
DECEMBER 2026	
Friday, December 4	Fall Classes End
December 7 – 10	Final Exams Week
Friday, December 11	Fall Graduation – 10:00 AM CST
Tuesday, December 15	Final Grades due by 4:00 PM CST – (Posted by Instructors, Academic Program Assistants, or the Office of the Registrar)

JANUARY 2027	
Tuesday, January 19	Classes Begin Add/Drop Period Begins
Friday, January 22	Add/Drop Ends at 4:00 PM CST; (Office of the Registrar)
Friday, January 29	Last Day for Students to Change Math or English Courses (Office of the Registrar)
FEBRUARY 2027	
Friday, February 12	Petitions for Fall 2027 Graduation Due at 4:00 PM CST (Office of the Registrar)
Monday, February 15	Presidents' Day (No Classes & Campus Offices Closed)
Friday, February 26	Last Day for Faculty to Submit "Change of Grade Form" for prior Semester Grade Changes and Incomplete Contracts (DocuSign form – Office of the Registrar)
MARCH 2027	
March 15 – 19	Spring Break (No Classes)
Friday, March 26	Last Day to Withdraw from a Class with a "W" due by 4:00 PM CST (Office of the Registrar)
Monday, March 29	Summer and Fall 2027 Early Enrollment for Continuing Students Begins
APRIL 2027	
Friday, April 9	Summer and Fall 2027 Early Enrollment for Continuing Students Ends
Friday, April 30	Spring Classes End
MAY 2027	
May 3 – 6	Final Exams Week
Friday, May 7	Spring Graduation – 10:00 AM CST
Tuesday, May 11	Final Grades due by 4:00 PM CST – (Posted by Instructors, Academic Program Assistants, or the Office of the Registrar)



HASKELL
INDIAN NATIONS UNIVERSITY

SUMMER 2027
ACADEMIC CALENDAR

JUNE 2027	
Tuesday, June 1	Classes Begin Add/Drop Period Begins
Friday, June 4	Add/Drop Ends at 4:00 PM CST
Monday, June 7	Last Day for Students to Change Math or English Courses
Friday, June 18	Juneteenth (No Classes & Campus Offices Closed)
JULY 2027	
Monday, July 5	Independence Day (No Classes & Campus Offices Closed) (Observed)
Friday, July 9	Last Day to Withdraw from a Class with a "W" due by 4:00 PM CST (Office of the Registrar)
Friday, July 23	Last Day of Classes

About Haskell

Haskell Indian Nations University (HINU) is the premiere tribal university in the United States, offering quality education to Native American students. Haskell's student population averages about 950 per semester, and all students are members of federally recognized tribes. Haskell's faculty and staff is predominantly Native American, and our historic campus is centrally located in Lawrence, KS, offering Associate and Bachelor's degrees.

Mission

The mission of Haskell Indian Nations University is to build the leadership capacity of our students by serving as the leading institution of academic excellence, cultural and intellectual prominence, and holistic education to address the needs of Indigenous communities.

Vision 2020

Haskell is a unique and diverse inter-tribal university committed to the advancement of sovereignty, self-determination the inherent rights of tribes.

Institutional Values

The institutional values—Communication, Integrity, Respect, Collaboration, Leadership, and Excellence—infuse everything we do at Haskell, from decision making to advising students to working in the classroom.

- **Communication:** To successfully convey ideas, opinions, information, results, images, or creative expression using multiple strategies, with the ability to communicate with diverse audiences and stakeholders.
- **Integrity:** To conduct ourselves in ways that honor the sacrifices of tribes on which treaty and trust responsibilities are based; and to carry out our responsibilities as students, staff, faculty, administrators, and regents by engaging in actions based on the highest standards of conduct.
- **Respect:** To honor and promote the diversity of beliefs, rights, responsibilities, cultures and accomplishments of self and others, including all of our relations.
- **Collaboration:** The willingness and ability to work successfully with others in accomplishing the goals of the university, our students, the mission of Haskell and the tribes we serve.
- **Leadership:** The willingness to acquire the knowledge and skills required to advocate for, and to advance the sovereignty and self-determination of tribes, our university, and the students we serve in a variety of diverse venues.
- **Excellence:** To strive toward the strongest level of accomplishment in our work, in every facet of the university and community, as student, staff, faculty, administration, and the regents.

Institutional Code

Haskell Indian Nations University supports a campus environment in which traditional American Indian/Alaska Native cultural values of respect, cooperation, honesty, and responsibility are modeled by all University employees and students in day-to-day activities, conduct, behavior, and attitudes.

All employees, students, and representatives of Haskell Indian Nations University will:

1. Treat all other employees, students and others with respect.
2. Work together to improve and strengthen communications; employee, administrative, and student relations; institutional processes and procedures; and the learning environment of Haskell Indian Nations University.
3. Be truthful in conduct behavior, and attitudes and trust others to do the same.
4. Be accountable for words, thoughts, and deeds and engage in conduct and behavior that reflects the institutional values of the University.

Student Rights

Haskell recognizes that students have:

1. The right to understand the grading process at Haskell.
2. The right to an education that may take into consideration Native American or Alaska Native values and that incorporates applicable Federal and Tribal constitutional and statutory protections for individuals.
3. The right to be free from unreasonable search and seizure of their persons or property, to a reasonable degree of privacy, and to a safe and secure environment.
4. The right to make decisions for themselves where appropriate.
5. The right to freedom of religion and culture.
6. The right to freedom of speech and expression so long as the expression does not unreasonably disrupt the educational process or endanger the health or safety of the students or others.
7. The right to freedom of the press, except where material in student publications is libelous, slanderous, or obscene.
8. The right to peaceably assemble and to petition for the redress of grievances.
9. The right to freedom from harassment or discrimination based on sex, race, color, national origin, religion, ancestry, sexual orientation, disability, or, as specified by law, age, veteran status, marital or parental status, or degree of Indian blood.
10. The right to due process. Every student, student organization, and campus organization is entitled to due process and appeal in every instance of disciplinary action for alleged violation of Haskell expectations. Please see Code of Conduct section on page 24. A student or organization may waive the right to a hearing and use the alternative dispute resolution system or may choose to admit responsibility for misconduct and accept disciplinary sanctions from Haskell.
11. The right to reschedule examinations and tests, other than final examinations, which occur on mandated religious holidays or during traditional cultural ceremonies, provided that the students notify their instructors at the beginning of the semester.
12. The right to have respect for his/her property.
13. The right to have student representation in the decision-making and policy forming groups.
14. The right to be notified of proposed changes to student responsibility and academic policies.

The following rights are retained by students who live in the residential halls:

1. The right to read, study, and relax in one's room free from undue interference; unreasonable noise and other distractions that may inhibit the exercise of this right.
2. The right to sleep without undue disturbance from guests of roommate(s) and/or other residents.
3. The right to expect that a roommate will respect others' personal belongings.
4. The right to a clean living environment.
5. The right to host guests with the expectation that guests are to respect the rights of the host's roommate(s) and other hall residents.

Student Responsibilities

Students shall have these responsibilities so as not to infringe upon the rights of others in the Haskell community. Students assume an obligation to obey all rules and regulations made by properly constituted authorities to preserve all property provided for their education and to discharge their duties as students with diligence, fidelity and honor.

1. Obtain an Education. Students shall regard the opportunity of obtaining an education as a duty to the community. Students have the responsibility to attend all their classes regularly.
2. Conform to Haskell rules. Students shall obey recognized rules and procedures developed by the school community, order and use of school property.
3. Exercise self-control. Students shall refrain from inflicting bodily harm on other students or other persons and respect the privacy of property and mail.
4. Understand the grievance process. Students shall inform themselves of the proper methods and channels for complaints and make use of them.
5. Disclose any information regarding convictions of felonies. Failure to disclose will result in immediate dismissal and loss of enrollment status.
6. Obtain and regularly check campus mailbox and e-mail. This pertains to students living on-campus and off-campus. This is the primary way that Haskell corresponds with the student body.
7. Respect the rights of others and behave in accordance with expectations regulating student conduct and guidelines established by this Code of Student Conduct.
8. Make decisions that do not infringe upon the rights of others.
9. Express opinions and ideas in a respectful manner that does not slander, hurt or harm others.
10. Respect the beliefs of others.
11. Arrange a time and place for peaceable assembly that does not interfere with Haskell's normal operations.
12. Recognize Haskell's authority to check student rooms for safety and health reasons.
13. Respect the freedom of expression exercised by others.
14. Maintain updated contact information at Haskell consistent with the application for admission in compliance with the Family Educational Rights and Privacy Act (FERPA).

Getting Started at Haskell

As a new student at Haskell Indian Nations University, there are several important steps to complete as you begin your academic journey. This section provides information about essential student services and resources, including obtaining your university email address, student ID, library card, and campus mailbox; accessing student healthcare services; understanding fees, and other financial responsibilities; applying for and maintaining financial aid; and exploring on-campus employment opportunities. Familiarizing yourself with these resources early will help you navigate university processes, access available support, and make the most of your experience at Haskell.

Email, Library Card, ID

Student IDs

Haskell issues identification cards to all students at registration. The ID card serves as your primary identification on campus and provides access to dining services at Curtis Hall. IDs are valid for a period of four years. (For example: Fall 2026 IDs will be valid from Fall 2026-Spring 2030.)

IDs must be reactivated each semester and are required for picking up financial aid disbursements, checking out recreation equipment, picking up packages at the mail center, and conducting other official university business.

Some local merchants provide student discounts with student ID cards.

After the registration period, IDs for current students are issued in the Bursar's Office in Navarre Hall during posted hours. Proper identification is required to obtain a photo ID.

Initial IDs are free of charge. There is a \$20 charge for replacement IDs. Replacement charges are waived when the information on the ID is incorrect or has been changed (documentation needed) or ID is broken or magnetic strip is damaged due to normal usage and wear and tear (must bring broken ID). Replacement charges will not be waived for lost or stolen IDs or if the ID is broken because of a hole punch. It is recommended that holes not be punched into IDs.

Mail

The Mail Center, located in Navarre Hall, provides mailboxes to enrolled students. The Mail Center serves as the central receiving location for all U.S. postal services, UPS, Fed Ex, DHL and other couriers year-round. Upon a student's withdrawal, suspension or graduation, the mailbox is closed. It is the responsibility of the student to provide the Mail Center with a forwarding address.

A Haskell student's mailing address is:

(Student's Legal Name)
Haskell Indian Nations University
155 Indian Avenue, # *(Student's Box Number)*
Lawrence, Kansas 66046

Any postage-due fees on packages or mail received COD must be paid by the student prior to receiving the package.

E-Mail

All students will be issued a campus email during registration.

All official campus notices (including bills, financial aid notifications, and correspondence with faculty and staff) will be sent only to the campus email account.

RESPONSIBILITIES CONCERNING CAMPUS E-MAIL

1. Haskell e-mail is a U.S. Government resource and, as such, all rules and regulations pertaining to use/misuse of Federal resources shall apply.
2. Passwords are confidential and shall not be shared with any other individual.
3. Haskell students shall not use the e-mail system for chain letters, junk mail, or any use of distribution lists such as campus-wide emails sent to the Haskell community.
4. Haskell students shall not transmit through the e-mail system any unlawful, harassing, libelous, abusive, threatening, harmful, vulgar, obscene or otherwise objectionable material of any kind or nature.
5. Haskell students shall not use the e-mail system for any illegal or commercial purposes; this includes compliance with Haskell's copyright policy.
6. Haskell students shall provide true and accurate information on the e-mail application form.
7. Failure to abide by the above terms will result in revocation of Haskell's e-mail privileges for the remainder of the semester in which the violation occurs.

Health Care

The Haskell Indian Health Center (HIHC) is located next to the Haskell Indian Nations University (HINU) and near the University of Kansas community of Lawrence, Kansas. HIHC is an accredited ambulatory facility which opened in 1978 on the edge of HINU. The patient population reflects a rich diversity of indigenous cultures from across the United States. The population increases with the HINU and KU school year.

Haskell students are encouraged to set up an account at the HIHC as soon as feasibly possible in order to access services and resources offered.

Address:

Haskell Indian Health Center
2415 Massachusetts St.
Lawrence, KS 66046

HIHC Phone Numbers:

HIHC Main Line: 785-843-3750
Scheduling Line: 785-832-4811
Pharmacy Refill Line: 785-832-4822
Nurse After Hours Line: 833-904-0013

Nearest Emergency Department: 833-904-0013
Lawrence Memorial Hospital: 785-505-5000

Finances

Fees are recommended and approved by Haskell Indian Nations University and the Board of Regents and are subject to change. Fees are assessed when the student enrolls according to residency status.

Campus fees are due each semester. The published schedule of fees for academic year 2026-2027 is as follows:

Student Fees Schedule: Fall & Spring Budgets, Per Student		
School Code: 010438		
Institutional Costs	On Campus Living	Off Campus Living
Tuition	\$0.00	\$0.00
Food Service Fee	\$245.00	\$0.00
Library Fee	\$100.00	\$100.00
Housing Fee	\$180.00	\$0.00
Little Nations Academic Center Fee	\$5.00	\$5.00
Activity Fee	\$35.00	\$35.00
Technology Fee	\$50.00	\$50.00
Athletic Events Fee	\$25.00	\$25.00
Thorpe Fitness Center Fee	\$25.00	\$25.00
Laundry Usage Fee	\$50.00	\$0.00
Total Institutional Costs	\$715.00	\$240.00

Student Fees Schedule: Summer School Budget, Per Student

School Code: 010438

Institutional Costs	On Campus Living	Off Campus Living
Tuition	\$0.00	\$0.00
Food Service Fee	\$125.00	\$0.00
Library Fee	\$50.00	\$50.00
Housing Fee	\$90.00	\$0.00
Little Nations Academic Center Fee	\$5.00	\$0.00
Activity Fee	\$25.00	\$25.00
Technology Fee	\$25.00	\$0.00
Athletic Events Fee	\$0.00	\$0.00
Thorpe Fitness Center Fee	\$15.00	\$0.00
Laundry Usage Fee	\$25.00	\$0.00
Total Institutional Costs	\$360.00	\$120.00

Additional fees:

Additional fees incurred by specific classes (lab fees, art supplies, classroom observation fee, etc.) will be applied to the student's account balance.

Bursar's Office Fee Policy

1. You must register for classes first so the fees will be charged according to your residency status, On or Off-campus.
 - If you owe fees/fines/charges from previous semester(s) you will not be able to enroll until you have paid all of your debt. You can pay these debts online at Haskell.edu or in office at the Business office.
2. You have until the first day of classes to pay your current semester fees.
 - A Late Registration Fee of \$30.00 will be assessed on the first day of classes if you have not registered by this time. (students receiving financial aid will receive a 30 day extension to pay the semester fees starting the date their financial aid was disbursed, a

late registration fee of \$30.00 will be assessed to the account after such time has passed).

- Students eligible for the Federal Pell Grant and have received their award letter, your account will be credited. If you have not received an award letter by the first day of class, and are unable to pay your semester fees, you must sign up for a Payment Plan.
3. If you cannot pay your fees by the first day of classes, you must sign up for the Fee Payment Plan.
- Fee Payment Plan is for current semester fees ONLY.
 - See Business Office on Fee Payment Plan the last day of add/drop.
 - Deadline for applying for this plan is the first day of classes.
 - The Activity Fee payment of \$35.00 will have to be paid before establishing a payment plan. This is paid at the Student Bank, no exceptions.
 - This plan will be setup for ten weekly payments with grace period of two days. If payment is late, a \$5.00 late fee will be assessed to your account.
 - No refund of any fees or payments will be granted under this plan.
4. Important notes
- Full fee payment is due by the first day of classes or you may opt to sign up for a Fee Payment Plan by first day of classes.
 - American Express, Discover, MasterCard and Visa are acceptable forms of payment through our Pay Online portal at haskell.edu.
 - The Business Office accepts ONLY payments in cash or money orders for university fees, fines and charges at the window; EXCEPT the Activity Fee, pay this fee at the Student Bank.

Cost of Attendance

The cost of attendance (COA) is used to calculate the level of financial need. The COA is updated each year and refers to the estimated amount a full-time student enrolled in courses at Haskell can expect to spend each year. The COA depends on factors such as place of residence and can be adjusted through application with the Financial Aid Officer.

Included in COA:

- School Fees (Haskell does not charge tuition)
- Books and supplies
- Room and Board
- Personal expenses
- Transportation
- Childcare (if applicable)
- Cost of Attendance information is published on the [Consumer Disclosure webpage](#).

Financial Aid

Office of Financial Aid Address:

Haskell Indian Nations University
Stidham Union
155 Indian Avenue Box 5027
Lawrence, Kansas 66046

Phone: 785-749-8486

FAX: 785-832-6617

E-Mail: faoffice@haskell.edu

Mission

The mission of the Office of Financial Aid is to increase opportunities for student access and success in higher education by helping the student and their families seek, obtain and make the best use of all financial resources.

By providing these opportunities for all current and prospective students to access financial aid resources, the Office of Financial Aid seeks to remove financial obstacles and allow students to focus on their primary purpose for enrollment – their education. In pursuing our mission, we strive to uphold the highest degree of confidentiality, honesty, and integrity; embrace emerging technologies, and work collaboratively with all areas of Haskell Indian Nations University. We recognize that only together can we achieve our common goal to enhance enrollment, retention and the academic success of our students.

Financial Aid Eligibility Requirements

In order to determine and maintain financial aid eligibility, all applicants and continuing students are required to apply annually to determine Financial Aid Eligibility using the Department of Education FAFSA site.

A need determination will be generated to determine eligibility for any student financial aid, including PELL grant, Institutional Work Study and scholarships and be completed by the Haskell Student Financial Aid Program.

Student Eligibility

To receive aid from any of the federal student aid programs, you must meet all of the following criteria:

- Have a financial need as determined by your FAFSA.
- Have a high school diploma or a General Education Development (GED) certificate, or complete a high school education in a home school setting.
- Be enrolled or accepted for enrollment as a classified student working towards a degree or certificate-eligible program.
- Be a U.S. citizen or an eligible Non-citizen.
- Have a valid Social Security Number. Visit www.ssa.gov for information
- Meet satisfactory academic progress standards set by the school.

- Certify you will use federal student aid for educational purposes.
- Certify that you are not in default on a federal student loan and do not own money on a federal student grant.
- Register with the Selective Service, if required: www.sss.gov
- No conviction of the possession or sale of illegal drugs for an offense that occurred while you were receiving federal student aid.
- [FSEOG Website Guide](#)

Federal Student Aid Grant Program (Pell Grant)

The Federal Student Aid Grant program is designed to provide assistance to those who qualify to help defray the cost of attending a college or university. The grant is renewable for each academic year that the student applies for federal financial aid and continues to meet Pell Grant requirements.

Information about federal financial aid programs is provided below. These programs are based on calculated student financial need. Need is defined as the cost of attendance (COA) minus the student's and parent's contribution, according to the federal needs analysis formula. Students are urged to apply as soon as possible after January 1 for the following academic year.

Haskell's Priority Deadline to apply for Federal Student Aid is:

- Fall semester: June 1
- Spring semester: November 1
- Summer semester: April 1

Federal Supplemental Educational Opportunity Grant Program

The Federal Supplemental Educational Opportunity Grant (FSEOG) program provides educational, supplemental grant to assist students who demonstrate exceptional financial need. A student must have financial need and must also be eligible to receive Federal Student Aid.

Federal Work-Study (FWS) Program

Federal Work-Study (FWS) provides part-time jobs for students with a financial need, allowing them to earn money to help pay for educational expenses while attending school. Haskell determines the amount of federal work-study award based on a student's remaining financial need and availability of funds. Funding is limited and awarded to those who are Pell Grant eligible. Participation in federal work study can impact award amounts in other aid programs.

For further information on any of these programs or to request an application, please stop by the Financial Aid office or [visit the website](#).

Applying for Financial Aid

For information on the process of applying for Financial Aid, please see the Federal Aid Application Checklist below.

FAFSA School Code: 010438

Step 1: Apply for [Admission](#)

- Apply and be accepted to Haskell Indian Nations University
- [Contact](#) the Admissions Office if you need help

Step 2: Complete the FAFSA

- Go to www.studentaid.gov
Enter Haskell FAFSA School Code: **01043**
- Create your FSA ID
Dependent students: one parent must also create an FSA ID

Step 3: Review Your Student Aid Report (SAR)

- Online FAFSA: about 1 week
- Paper FAFSA: up to 4 weeks
- Review and submit corrections if needed

Step 4: Check Your Email

- New students: email listed on FAFSA
- Current students: [Haskell email account](#)
- Check your email regularly

Step 5: Complete Verification Forms (if selected)

- Forms will be emailed to you from the Financial Aid Staff/Office.
- Complete and return all required documents

Step 6: Review Your Financial Aid Award

- Award notice sent by email and can be viewed in your [student portal](#).
- Review eligibility and award amounts in your student portal.

Step 7: Financial Needs Analysis (if requested)

- Request form after completing Steps 1–6
- Submit 2–3 weeks before the entity deadline.

Disbursement of Funds

- Handled by the [Haskell Bursar Office](#)
- Location: Navarre Hall Room 101
- Email: bursar@haskell.edu

Notice of Verification/Verification Process

A small number of students will be selected for a process called Verification. Selected students will be asked to provide certain documents in a timely manner. Federal policy prohibits dispensation of financial aid until all required documentation for verification has been submitted and reviewed.

Attendance Policy (Financial Aid)

Federal regulations require that students receiving financial aid establish attendance/participation in coursework each term to be eligible for financial aid. Regulations require that students accepting financial aid begin and continue attendance in each of their classes. If the student does not begin attending class or drops before the Census Date, the amount of the award must be reduced. If the

award has already been paid, the student will be required to repay any amount the student is not eligible to receive.

Students who fail to attend any classes will be ineligible for Title IV financial aid. Financial Aid eligibility is based on the course load of courses actually attended. If notification of non-attendance in any class is received at any time, the determination of federal financial aid eligibility will be re-evaluated for that term and may result in financial aid forfeiture and/or a balance due to the College.

Satisfactory Academic Progress (SAP) for Federal Aid Program

Regular class attendance is an important component of student success. The university is committed to ensuring that students complete their goals and has processes in place to help support students throughout their academic program. In addition, in accordance with Department of Education regulations, the university has established an official Satisfactory Academic Progress (SAP) policy that evaluates percentage of courses completed, cumulative GPA, and progression toward program completion.

Satisfactory Academic Progress Appeal

To appeal, the student must send a letter of appeal to the Financial Aid Office within three weeks upon receipt of notification. The Appeals Committee will meet the first week of every month. Your appeal must be received within five (5) days before their regular meeting. The appeals committee will respond to the Financial Aid Officer/Director of any decisions. Written notification will be sent to the student upon the determination of the Appeal Committee by the Financial Aid Officer within two weeks of the appeal decision. The decision made by the Appeals Committee is final and cannot be further appealed.

Campus Student Employment

Campus student employment for eligible students (regardless of financial need) can help students avoid excessive debt while in school. For further information or to request an application, please stop by the Financial Aid office or [visit the website](#).

Financial Needs Analysis (Tribal, BIA, or Other Private Scholarships)

Students must complete a FAFSA before the Financial Aid office can complete a Financial Needs Analysis for respective BIA or Tribal Higher Education Offices or another funding agency. A Financial Need Analysis form will only be completed when the student's financial aid file is complete.

In order to complete a Financial Needs Analysis (FNA) a student must complete or provide the following:

- completed FAFSA;
- other documents as stipulated by tribes or other funding agencies;
- acceptance letter or Enrollment Verification Form from Haskell Indian Nations University;
- official academic transcript(s) on file with Admissions office (transfer students only).

Failure to complete the Financial Needs Analysis will render a student ineligible for funds described in this section.

Other Funding Sources

Bureau of Indian Affairs/Tribal Higher Education Grants (BIA/Tribal): Tribal assistance may be available to students who have financial need as determined by the needs analysis formula. Students who are members of federally recognized tribes should contact their tribal agency in order to obtain information regarding eligibility requirements, applications procedures, and deadlines. These procedures vary among tribal higher education agencies. The Financial Aid Office does not award BIA/Tribal funding. All tribal awards will be made by the appropriate higher education agency. Telephone numbers and addresses of tribal agencies may be obtained from the Financial Aid Office.

Scholarships: Many need- and merit-based scholarships are available to students. Merit-based scholarships are competitive (for students with good academic records or who show strong potential in a particular academic discipline), whereas need-based scholarships are based on remaining need based on the FAFSA information submitted. Application criteria differ for each scholarship. Students should contact the Financial Aid Office to obtain scholarship information regarding eligibility application procedures and deadlines. In order to be considered for scholarship awards, students should prepare and submit applications by established deadlines.

Veterans' Benefits: Veterans attending Haskell may be eligible to receive veteran's benefits. All student veterans are encouraged to apply for Veterans Benefits on the Veterans Online Application (VONAPP) website (<http://vabenefits.vba.va.gov/vonapp/default.asp>). Haskell's School Certifying Official located in the Office of the Registrar can help you get started with the VONAPP.

Popular Scholarship Websites:

www.fastweb.com	www.gocollege.com
www.Scholarship.com	www.indian-affairs.org
www.collegefund.org	www.ihs.gov
www.catchingthedream.org	www.gmsp.org

Disbursements

The Financial Aid Office and the Bursar's office will disburse awards to students in a timely manner. The Bursar's Office will request all check payments for Pell, FSEOG, and Federal Work Study. Pell Grants will be disbursed according to the Financial Aid Office and Bursar's Office's published deadlines each semester. FSEOG Grant programs will be distributed in one payment each semester. Qualifying students will receive an award letter. The Financial Aid office does not disburse any checks. All awards will be disbursed from the Bursar's office. Student will be notified through Haskell's e-mail system when the check can be picked up.

Return to Title IV

Students who withdraw from classes or who stop attending may be subject to repayment of Title IV funds in accordance with federal regulation. Repayment is based on the last date of attendance. Haskell does not have a leave of absence policy, other than the military policy.

Employment

For inquiries regarding work study opportunities for students, please [visit the website](#).

Safety – Violence, Sexual Misconduct, Drug, Fire

Campus Violence Policy

A. Purpose of the Policy

Haskell Indian Nations University and its respective entities are committed to maintaining a safe working and learning environment for all members of the Haskell community. In this regard, HINU will take reasonable action to provide an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior.

B. Policy Statement

HINU will not tolerate violence, threats, harassment, intimidation and other disruptive behavior on its campus or in its programs, whether by students, faculty, staff or visitors. Such behavior may include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm or intimidation. Individuals who commit such acts may be subject to sanctions including, but not limited to, removal from the premises; exclusion from the premises; criminal prosecution; corrective and/or disciplinary action; and suspension or expulsion.

Haskell seeks to enrich the lives of students by employing programs and services to assist them, referring them to counseling, and having staff conferences with them. See the [Campus Advocate Coordinator](#) for information about campus programs of harassment and violence.

C. Sanctions for Violation of the Violence Policy (That does NOT involve an arrest or emergency medical personnel)

1. First Violation:

- Student will have an opportunity to participate in a Level I Violence Diversion Program in order to maintain housing.
- A student who does not participate in a Level I Violence Diversion Program will receive a “Notice to Vacate”, or “Eviction” resulting in immediate loss of housing for one year from the date of issuance.
- Any time a student is found in violation of the Violence Policy, he/she will lose their housing privilege. However, a student may appeal the loss of housing. The student shall remain in housing pending the outcome of the appeal. Should the student lose the appeal, the previous “Notice to Vacate” will go into effect immediately.

2. Second Violation: This sanction is mandatory; however a student may appeal to the appellate board for review. The Student will receive an order that includes the items below:

- Notice to Vacate, resulting in immediate loss of housing for one year from the date of issuance, also includes:
- Loss of the privilege of visiting in the residential halls.
- Loss of the privilege of being on campus after regular business hours, unless student is attending a class.
- Loss of the privilege to participate in any extracurricular activities, including athletic teams, intramural sports, etc. and loss of the use of Haskell facilities (i.e., Tecumseh Gym, Coffin Sports Complex, and Stidham Union). Student shall inform the Office of Student Conduct when the student has a class or class assignment or project in any of these facilities.
- Loss of use of Curtis Hall.
- Loss of Good Social Standing.
- Requirement to complete a Mental Health Assessment and Treatment Plan.

3. Third Violation:

- Referral to Student Appellate Board with a recommendation of mandatory suspension for one academic year.
- Completion of an anger management treatment program or other appropriate treatment program before readmission to Haskell, or depending on the severity, expulsion from Haskell.

Executive Order 13160 & Title IX

Haskell Indian Nations University and the Bureau of Indian Education are committed to the safety and well-being of students, staff, and faculty. Building on our commitment to fostering a safe and inclusive environment, Haskell initiated significant updates to policies and procedural reforms regarding sexual harassment, discrimination, and the code of conduct. These targeted reforms ensure compliance with Executive Order 13160 and that Haskell students are afforded protections in parity with those afforded to students attending colleges and universities subject to the U.S. Department of Education's Title IX implementing regulations. The formal publication of these policy reforms includes changes to Title IX regulations, which were issued in late April 2024 by the ED.

Additionally, Haskell has enhanced its support services with the role of a campus advocate coordinator, established in 2022, to directly serve Haskell students and lead initiatives in investigating and reporting sexual misconduct incidents. The advocate collaborates with experts in campus safety, sexual misconduct response, and law enforcement, as well as local support organizations for victims of assault, ensuring a comprehensive approach to advocacy and support for the Haskell community.

Campus Sexual Misconduct Policy

Full policy document: [Student Sexual Misconduct Policy](#)

This Policy covers how HINU will respond to instances or allegations of student conducted discrimination on the basis of sex in its education and training programs. This Policy governs the conduct and rights of students (as defined in this policy) in instances or allegations of sex discrimination, including sexual harassment against another student. Wherever the term “student” is used herein, it also applies to applicants for admission, unless otherwise noted.

This Policy does not apply to allegations of discrimination involving federal employees, as defined under 5 U.S.C. § 2105. Allegations of harassing conduct made against or by DOI employees, as described under the Department’s Personnel Bulletin (PB) 18-01, must be handled in accordance with the procedures required under PB 18-01 - including the procedures relevant to reporting, interim measures, complaint processing, and investigations – rather than the procedures described in this Policy. Accordingly, the procedures described under Sections V, VI, and VII of this Policy are inapplicable to DOI employees. Disciplinary actions taken against federal employees, as defined under 5 U.S.C. § 2105, must be taken in compliance with applicable laws and policies, including the Civil Service Reform Act of 1978, Adverse Action procedures under 5 U.S.C. Chapter 75, regulations at 5 C.F.R. pt. 752, and Departmental policy at 370 D.M. 752. Accordingly, the procedures described in this Policy, including the provisions described under Sections V, VI, and VII of this Policy, do not apply to federal employees, as defined under 5 U.S.C. § 2105. Nothing in this policy shall be construed to affect, replace, modify, or otherwise interfere with the rights of federal employees to engage in legally protected activities, including but not limited to, 5 participating in Equal Employment Opportunity (EEO) activities relevant to complaints of discrimination, including complaints of discrimination on the basis of sex such as sexual harassment, filing mixed case pleadings before the U.S. Merit Systems Protection Board (MSPB), or reporting discrimination to the Office of Inspector General (OIG) or the Office of Special Counsel (OSC).

This Policy applies to conduct that occurs on-campus or property in the possession of or owned, used, or controlled by the HINU, and off-campus conduct that occurs at locations, events, or circumstances over which HINU exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by HINU. The HINU Sexual Misconduct Response & Prevention Coordinator will determine whether a reported or alleged incident falls within this Policy. NOTE: The HINU Student Code of Conduct applies to off-campus prohibited conduct that does not occur at locations, events or circumstances over which HINU exercised substantial control over both the respondent and the context in which the harassment occurs, but does either (1) unreasonably interfere with the rights of other students or members of the HINU community, or (2) substantially disrupt the learning environment at Haskell.

Nothing in this Policy shall affect the right of an individual to file a complaint with external law enforcement agencies. A complaint may be filed concurrently with external law enforcement agencies and HINU without jeopardizing an individual’s right to an investigation or other process under this Policy.

Definitions

1. **Complainant:** The “complainant” is: (1) A HINU student who is alleged to have been subjected to conduct that could constitute sex discrimination; or (2) A person other than an HINU student who is alleged to have been subjected to conduct that could constitute sex discrimination by a student and who was participating or attempting to participate in a HINU education program or activity at the time of the alleged sex discrimination. This category does not include federal employees, as defined under 5 U.S.C. § 2105.
2. **Consent:** “Consent” is obtained only from an individual who is of consensual age under Kansas state law and is fully cognitive of giving the statement of “I consent”, “I give permission”, or able to confirm or reply to a question with a firm “yes”, and/or agree to an agreement without being coerced, intimidated, provoked by fear, or under the influences of drugs or alcohol. Silence or absence of resistance on the part of an individual does not constitute their consent. Consent cannot be given by a third party. Individuals may withdraw consent at any time.
3. **Non-Consent:** Individuals who are unable to cognitively give consent to an agreement (e.g. sexual relations) due to physical or mental incapacity, including being under the influence of drugs or alcohol.
4. **Incapacitation:** is the state of being unable to have the necessary ability, qualification, strength to perform a specific act or function. This can be temporary or permanent, and can be caused by a number of factors, including medical impairment, alcohol or drug use, sleep, unconsciousness, intermittent consciousness, unresponsiveness, or any other state where a reasonable person under a similar circumstance would know that the individual is unable to give consent.
5. **Intercourse:** includes vaginal or anal penetration by penis, object, tongue, or finger; or contact between genitals and mouth).
6. **Hearing Officer:** The “hearing officer” is the person or persons that will make the determination of responsibility at the conclusion of a formal resolution under this Policy. More than one hearing officer may be appointed to serve together on a panel, therefore, for purposes of this Policy, any reference to the hearing officer should be read as “hearing officer or hearing officers.” A hearing officer may be an employee or contracted service provider. Any hearing officer will not have a conflict of interest or bias for or against the parties, or against complainants or respondents generally, and will be trained on (1) the definition of sex discrimination, including sexual harassment under this policy, (2) the scope of HINU's education program or activity, (3) how to conduct an investigation and grievance process, including hearings, and (4) how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Hearing officer specific training must also include training on (1) any technology to be used at a live hearing and on (2) issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant. The same individual may not serve as the Hearing Officer and the Investigator or Sexual Misconduct Response & Prevention Coordinator.

7. **Initiator:** The person, of whatever sex, who initiates any sexual touching, contact, or intercourse.
8. **Investigator:** The “investigator” is the person or persons assigned to investigate a complaint. The Investigator may be an employee or a contracted service provider. The Investigator will not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent, and will be trained on (1) the definition of sexual harassment under this Policy, (2) the scope of HINU's education program or activity, (3) how to conduct an investigation and grievance process, including investigations, and (4) how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Investigator specific training must also include training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
9. **Non-Consensual Sexual Intercourse** is any sexual intercourse (vaginal, anal, or oral), however slight, between persons of whatever sex, without consent.
10. **Non-Consensual Sexual Contact** is any sexual touching, however slight, between persons of whatever sex, without consent.
11. **Respondent:** The “respondent” is the student who is alleged to have violated HINU’s prohibition on sex discrimination, including sexual harassment. A respondent is presumed not responsible for alleged conduct until a determination of discrimination is made under this Policy. HINU is not considered a respondent as it relates to the respondent’s rights in this Policy. This term does not include federal employees, as defined under 5 U.S.C. § 2105.
12. **Retaliation:** “Retaliation” means intimidation, threats, coercion, or discrimination against any person by a student authorized by HINU to provide aid, benefit, or service under HINU’s education program or activity, for the purpose of interfering with any right or privilege under this Policy. This may include retaliation against a person for reporting information, making a complaint, testifying, or participating in or refusing to participate in any manner in an investigation, proceeding, or hearing under this Policy, including in an informal resolution process, in HINU’s resolution procedures, and in any other actions taken by HINU to promptly and effectively end sex discrimination in its education program or activity, prevent its recurrence, and remedy its effects when notified of conduct that reasonably may constitute sex discrimination under this Policy.
13. **Sexual Exploitation** includes prostitution, posting images on social media without consent, video taping without consent, peeping tommery, intentional transmission of any sexually transmitted diseases, and inducing incapacitation for the purpose of having sex with a person.
14. **Sexual Misconduct** includes non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, and sexual harassment.

15. **Sexual Touching:** any *intentional* contact with breasts, buttocks, groin, genitals, mouth, or other bodily orifice of another, or touching another with any of these body parts, or making another touch you or himself or herself with or on any of these body parts.
16. **Student:** The “student” is an enrolled student at HINU (as defined in the Haskell Community Standards: The Student Code), or an applicant for admission to HINU (unless otherwise noted).
17. **Witness:** is an individual who has direct knowledge of an incident or alleged conduct, or is an expert witness in an area relevant to an allegation. Character witnesses are not part of the HINU investigation and resolution processes.

Campus Sexual Assault

The following actions are violations of the sexual assault/harassment policy of Haskell.

1. Non-Consensual Sexual Touching
2. Non-Consensual Sexual Intercourse
3. Non-Consensual Sexual Contact (sexual contact without effective consent).
4. Sexual Exploitation.
5. Any attempt or aiding in attempt of any of the actions listed in this policy.

How do I know if someone cannot give consent?

Is the other person:

1. Unconscious?
2. Under the legal age of consent?

In these two cases, the other person cannot give consent.

Do you perceive in the other person:

1. Slurred speech
2. Bloodshot eyes
3. Smell of alcohol on breath
4. Inability to stand up straight
5. Vomiting
6. Outrageous or unusual behavior

Or, is the other person:

7. Physically impaired?
8. Physically incapacitated?
9. Mentally disabled?

This is not a comprehensive list. None of these characteristics necessarily means that the person cannot give consent. However, it is the responsibility of the initiator of sexual contact to ensure that the respondent can consent and that he or she gives consent. Sexual misconduct does NOT necessarily have to be intentional. If the initiator does not ensure consent, the initiator can be found in violation of the sexual misconduct policy.

In other words, **it is always the responsibility of the initiator of sexual contact to ensure that consent can be and is given.** It does not matter if the initiator is incapacitated or not; it is always the responsibility of the initiator to get consent from the partner.

Other Important Information to Consider

1. Any person is not required to resist sexual advances. Silence is NEVER implied consent.
2. Silence, previous sexual relationship, current relationship, style of dress, or money spent on the respondent does not imply consent to any sexual activity.
3. Intentional or unintentional use of alcohol or drugs does not imply consent on the part of the respondent.
4. Consent may be revoked at any time by any party involved.
5. Consent has an expiration date. Consent only lasts for a reasonable amount of time. Reasonable amount is defined by circumstances. If a person consents to sexual activity, but no sexual activity occurs, the initiator should reconfirm consent before again initiating sexual activity.

Possible Sanctions for Sexual Assault

1. Any student found responsible for violating the Sexual Exploitation, the Non-Consensual Sexual Contact or the Non-Consensual Sexual Touching policy will face sanctions ranging from warning and probation to expulsion, depending on the severity of the incident and previous conduct records.
2. Any student found responsible for violating the Non-Consensual Sexual Intercourse policy will face sanctions ranging from suspension to expulsion, depending on the severity of the incident and previous conduct records. The recommended sanction will normally be expulsion.

Prohibited Conduct and Related Definitions

Sex Discrimination, including sexual harassment, as defined below, are prohibited conduct under this Policy.

1. **Sex Discrimination:** “Sex Discrimination” means discrimination on the basis of sex that denies or limits a person’s equal access to a HINU educational program or activity. This includes admitting or promoting (or refusing to admit or promote) a participant or prospective participant on the basis of sex or imposing explicitly or implicitly stricter admission or completion requirements for one sex as compared to the other. This also includes facially neutral policies, procedures, or methods of administration which have a disproportionate and adverse effect on participants or applicants unless there is an educational or business necessity and there are no equally effective alternatives.
2. **Sexual Harassment:** Anyone may experience sexual harassment, regardless of gender identity or sexual orientation.³ Sexual harassment is a form of sex discrimination and means conduct on the basis of sex that is one or more of the following:
 - (1) Quid pro quo harassment. A student who is authorized by HINU to provide an aid, benefit, or service under HINUs education program or activity conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual

conduct or uses submission to or rejection of such conduct as the basis for any decision affecting an individual. This type of sexual harassment is prohibited whether an individual resists and suffers the threatened harm or submits and thus avoids the threatened harm.

- (2) Hostile environment harassment. Conduct on the basis of sex that is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to HINU's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - The degree to which the conduct affected the complainant's ability to access the HINU's education program or activity;
 - The type, frequency, and duration of the conduct;
 - The parties' ages, roles within HINU's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
 - The location of the conduct and the context in which the conduct occurred; and
 - Other sexual harassment in HINU's education program or activity.
- Examples of Sexual Harassment: The following descriptions, while not all-inclusive, will help you understand the types of behavior that are considered "conduct of a sexual nature" and that, if unwelcome, may constitute sexual harassment:
 - **Unwanted sexual statements**: Sexual or "dirty" jokes, comments on physical attributes, spreading rumors about or rating others as to sexual activity or performance, talking about one's sexual activity in front of others and displaying or distributing sexually explicit drawings, pictures and/or written material. Unwanted sexual statements can be made in person, in writing, electronically (email, instant messaging, blogs, web pages, etc.) and otherwise.
 - **Unwanted personal attention**: Letters, telephone calls, visits, pressure for sexual favors, pressure for unnecessary personal interaction and pressure for dates where a sexual/romantic intent appears evident but remains unwanted.
 - **Unwanted physical or sexual advances**: Touching, hugging, kissing, fondling, touching oneself sexually for others to view, sexual assault, intercourse or other sexual activity.
- **Possible Sanctions for Sexual Harassment**
 - Any student found responsible for violating the Sexual Harassment policy will face sanctions ranging from warning and probation to expulsion, depending on the severity of the incident and previous conduct records.
 - Any student found responsible for violating the Non-Consensual Sexual Intercourse policy will face sanctions ranging from suspension to expulsion, depending on the severity of the incident and previous conduct records. The recommended sanction will normally be expulsion.

3. Specific Sexual Misconduct Offenses

- **Sexual assault** meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. These include, but are not limited to:
 - i. **Rape—(Except Statutory Rape):** The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. ³See U.S. Dept. of Educ. Final Rule, Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 85 Fed. Reg. 30,026, 30,178 (May 19, 2020).
 - ii. **Sodomy**—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - iii. **Sexual Assault With An Object**—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - iv. **Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - v. **Incest**—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - vi. **Statutory Rape**—Nonforcible sexual intercourse with a person who is under the statutory age of consent.
 - vii. **Dating violence** meaning violence committed by a person: (1) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and (2) Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - 1. The length of the relationship;
 - 2. The type of relationship; and
 - 3. The frequency of interaction between the persons involved in the relationship
 - viii. **Domestic violence** meaning felony or misdemeanor crimes committed by a person who:
 - 1. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;
 - 2. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - 3. Shares a child in common with the victim;

4. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction;
- ix. **Exposing another to a life-threatening communicable disease** meaning to engage in sexual intercourse or sodomy with another individual with the intent to expose that individual to a life threatening communicable disease; sell or donate one's own blood, 10 blood products, semen, tissue, organs or other body fluids with the intent to expose the recipient to a life threatening communicable disease; or share with another individual a hypodermic needle, syringe, or both, for the introduction of drugs or any other substance into, or for the withdrawal of blood or body fluids
- x. **Human Trafficking** meaning the act/course to conduct commercial sexual exploitation or relations with a child or an adult powered by a vehicle, flying, expendable, or recoverable carry a lethal or nonlethal payload.
- xi. **Indecent Liberties** meaning any lewd (e.g. offensive) engaging in otherwise lawful sexual intercourse or sodomy with knowledge or reasonable anticipation that the participants are being viewed by others; or exposing a sex organ in the presence of a person who is not the spouse of the offender and who has not consented thereto, with intent to arouse or gratify the sexual desires of the offender or another.
- xii. **Psychological/Emotional Violence** meaning regular and deliberate use of words and non-physical actions used with the purpose to manipulate, hurt, weaken or frighten, distort, confuse or influence a person's thoughts and actions within their everyday lives, changing their sense of self and inadvertently causing harm (e.g. spiritually, mentally, emotionally, and physically).
- xiii. **Sexual Exploitation** meaning when one person takes non-consensual or abusive sexual advantage of another person for the person's advantage or benefit, or to benefit anyone other than the one being exploited. Examples may include acts such as recording, photographing, streaming, or otherwise transmitting, viewing, or distributing intimate or sexual images or sexual information without the knowledge and consent of all parties involved; voyeurism (i.e., spying on others who are in intimate or sexual situations), prostituting another person, knowingly transmitting a sexually transmitted infection to another, or facilitating the sexual harm of another person.
- xiv. **Stalking** meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
1. Fear for the person's safety or the safety of others;
 2. Suffer substantial emotional distress including, but not limited to repeated and unwanted physical or virtual presence, attention, harassment, or unwanted contact from of a specific individual • Threats meaning communication that involves the intent to cause physical, emotional, spiritual, mental harm, death, a disability, injury, exploit or ruin the reputation of an individual through the use of words, gestures, or weapons.

- xv. **Threats** are also words or actions that would compel, or coerce a reasonable person to engage in unwanted activities including sex. Not limited to the intent to place another in fear, cause evacuation, lock down, disruption in regular ongoing activity, place of assembly, transportation, or recklessly disregard of causing fear of a potential evacuation. (e.g. expose to contagious or infectious disease).

Reporting Incidents of Sex Discrimination, Including Sexual Harassment

If you believe you have been subjected to, witnessed, or have otherwise learned of sexual harassment or other sex discrimination under this Policy you can make a report online, in person, by mail, email, or phone to: HINU Sexual Misconduct Response & Prevention Coordinator Attn: Sexual Misconduct Response & Prevention Coordinator Kylee Fiedler Office:

Tommaney Library Room 120

Mobile: 785-813-8808

Mail: 155 Indian Avenue Lawrence, KS 66046

Email: kfiedler@haskell.edu

Campusadvocate@haskell.edu

Website: <https://haskell.edu/presidents office/hinu-student-sexual-misconduct-policy-2/>

[Haskell Sexual Misconduct Reporting Form](#)

[Student Sexual Misconduct Policy](#)

You may also make a report by email to:

U.S. Department of the Interior

Office of Civil Rights Director of the Public Civil Rights Division Office of Civil Rights

U.S. Department of the Interior Washington, DC 20240

Email: DOICivilRights@ios.doi.gov Website: <https://www.doi.gov/pmb/eeo/public-civil-rights-division>

Please note that existing laws and policies override this Policy with regard to federal employee reports of discrimination, including sexual harassment. Federal employees have the right to obtain confidential counseling and file complaints of discrimination through the EEO process. Haskell federal employees can contact an EEO counselor privately and confidentially by phone at (202) 208-5690 and by e-mail at bia_bie_eeo@bia.gov. Under Departmental Policy, a Bureau office processing complaints under Executive Order 13160 must forward any complaint filed by a federal employee to the Office of Civil Rights (OCR) within five (5) days of receipt of the complaint. Accordingly, the HINU Sexual Misconduct Response & Prevention Coordinator is responsible for ensuring that all complaints submitted by federal employees, as defined under 5 U.S.C. § 2105, alleging discrimination, including allegations of sex discrimination and sexual harassment, are forwarded to OCR. Nothing in this policy shall be construed to affect, replace, modify, or otherwise interfere with the rights of federal employees to engage in legally protected activities, including but not limited to, participating in Equal Employment Opportunity (EEO) activities relevant to complaints of discrimination, including complaints of discrimination on the basis of sex such as sexual harassment, filing mixed case pleadings before the U.S. Merit Systems Protection

Board (MSPB), or reporting discrimination to the Office of Inspector General (OIG) or the Office of Special Counsel (OSC).

Allegations of harassing conduct made against or by DOI employees, as described under the Department's Personnel Bulletin (PB) 18-01, must be handled in accordance with the procedures required under PB 18- 01 rather than the procedures described in this Policy. Accordingly, the HINU Sexual Misconduct Response & Prevention Coordinator is responsible for ensuring that allegations of harassing conduct made against or by DOI employees are referred to appropriate responsible officials in accordance with the requirements of PB 18- 01 and are handled in accordance with the procedures required under PB 18-01 rather than the procedures described in this Policy.

HINU encourages all reports of sex discrimination regardless of the date of the incident occurring. However, HINU will not consider any complaint filed more than two years after the incident. Students reporting an incident that occurred greater than two years from the date of reporting may still receive supportive measures.

Any individual with information regarding a sex-based crime is encouraged to contact local law enforcement to report the crime. Nothing in this Policy shall affect the right of an individual to file a complaint with external law enforcement agencies. A complaint may be filed concurrently with external law enforcement agencies and HINU without jeopardizing an individual's right to an investigation or other process under this Policy.

HINU will process all reports filed under this Policy according to the process prescribed by this Policy irrespective of whether a concurrent report has been filed with law enforcement.

Reports under this Policy may be made by the person who experienced the harm or by a third party, including, but not limited to, community members, a friend, family member, advisor, staff member, or professor.

Individuals will be treated with courtesy, compassion, respect, and should suffer the minimum inconvenience when there is involvement with any investigation.

HINU encourages all students affected by sex discrimination to seek assistance. Seeking assistance promptly may be important to ensure a student's physical safety or to obtain medical care, emotional support, or other support. It may also be necessary to preserve evidence, which can assist HINU and/or law enforcement in responding effectively.

A. Reporting Options and Resources

HINU encourages all individuals to promptly report instances of sex discrimination covered by this Policy, including sexual harassment to the HINU Sexual Misconduct Response & Prevention Coordinator and/or to the U.S. Department of the Interior Office of Civil Rights, and to law enforcement. HINU also recognizes that deciding to report can be difficult and is an intensely personal decision. Individuals are encouraged to seek assistance from campus and community resources and to explore all potential reporting and support options.

An individual has the right to report, or decline to report, potential criminal conduct to law enforcement. Under limited circumstances, posing an imminent threat to health or safety of any individual, or to comply with applicable law such as when there is reasonable cause to suspect the maltreatment, neglect or abuse of a minor, HINU may independently notify law enforcement.

Anyone can make a report as follows:

1. **Reporting to Campus Safety and Local Law Enforcement** Any individual with information regarding potential criminal conduct is encouraged to contact law enforcement as soon as possible. If individuals have been violated or harmed in any way, they are encouraged to seek medical treatment following an incident, especially if the incident poses a threat to an individual's safety or physical, spiritual, emotional, or mental well-being. Individuals also have the right to decline to notify law enforcement authorities.

In immediate Harm or Danger Call 911

The Haskell Campus Safety Department provides 24-hour safety, security, and emergency response services. Security officers can provide safety escorts upon request to locations on campus by calling the cell number listed below:

Director of Security

2440 West Perimeter Road
(785) 760-6192

Local Law Enforcement:

Lawrence Police Department
4820 Bob Billings Pkwy
Lawrence, KS 66047
(785) 843-0250
Website: [Police | City of Lawrence, Kansas](#)

Chief of police and organizational chart: <https://lawrenceks.org/police/org-chart/LGBTQ+2>

Liaison visit: <https://lawrenceks.org/police/>

Protection-Abuse <https://assets.lawrenceks.org/police/forms/protection-abuse.pdf>

Protection-Stalking/Assault: <https://assets.lawrenceks.org/police/forms/protection-stalking-assault.pdf>

Judicial and Law Enforcement Center - Operations Division

111 East 11th Street Douglas County Sheriff Lawrence, Kansas 66044

Tel: (785) 841-0007

Fax: (785) 841-5168

Website: <https://dgso.org/> 14 LGBTQ+2 Liaison: <https://dgso.org/index.php/dgso-lgbtq-liaison/>

Tip Line: <https://dgso.org/index.php/nexus-unit-about-anonymous-tip-form/>

The HINU Sexual Misconduct Response & Prevention Coordinator is also available to assist individuals with contacting law enforcement.

HINU honors all orders of protection issued by tribal or state courts of law, including emergency, temporary, and final orders of protection. Individuals who have obtained an order of protection should provide a copy to the HINU Sexual Misconduct Response & Prevention Coordinator to ensure a proper safety plan is set in place with Haskell Security.

HINU will provide supportive measures for students with an order of protection. Supportive measures may include, but are not limited to escorts, special parking arrangements, changing classrooms, dorms and/or allowing a student to complete assignments from home, etc.

2. Reporting to HINU Sexual Misconduct Response & Prevention Coordinator

Regardless of whether an individual chooses to contact law enforcement, an individual has a right to report allegations of prohibited conduct under this Policy with HINU. Reports under this Policy may be made by the person who experienced the harm or by a third party, including, but not limited to, community members, a friend, family member, advisor, staff member, or faculty.

Tommaney Library Room 120

Cell phone: 785-813-8808

Mail: 155 Indian Avenue Lawrence, KS 66046

Email: kfiedler@haskell.edu; Campusadvocate@haskell.edu

All HINU staff, except those identified as confidential under section V.A.3 of this Policy, are required to report alleged violations of this Policy to the HINU Sexual Misconduct Response & Prevention Coordinator.

If a person does not wish to report directly to the HINU Sexual Misconduct Response & Prevention Coordinator, they may contact a HINU official of their choice including, but not limited to:

- Office of Student Rights and Conduct: 785-813-5801
- Dean of Students/Dean of Students Office: 785-749-8671
- Human Resources: Amy Haury 505-250-6782
- Director of Housing: 785-830-2703

1. Anonymous Reporting

- An individual can share a concern anonymously with the HINU Sexual Misconduct Response & Prevention Coordinator through the online reporting form. Please note that while the HINU Sexual Misconduct Response & Prevention Coordinator will review all concerns reported through the online reporting form, those submitted without sufficient information may inhibit the HINU's ability to respond or take supportive actions. [Haskell Sexual Misconduct Reporting Form](#)

2. Use of Alcohol and Other Drugs

- The University recognizes that individuals with information about sex discrimination, including sexual harassment may hesitate to come forward out of fear that their actions may violate

HINU's policies related to the use of alcohol and other drugs. While HINU does not condone violations of its policies, it considers reporting incidents of sex discrimination, including sexual harassment for the safety of all.

HINU will not pursue conduct actions against complainants, respondents or witnesses for disclosure of such disclosure is made in connection with a good faith report or investigation of sexual misconduct. In the event a student expresses having issues with drugs or alcohol, the HINU Sexual Misconduct Response & Prevention Coordinator will refer the student for further assistance (e.g. Diversion Program).

Amnesty for other alleged Student Code violation in connection with a good faith report or investigation of sexual harassment under this Policy will be made on a case-by-case basis, considering factors such as egregiousness and risk of harm.

3. Confidential Support

- An individual who is not prepared to make a report, or who may be unsure how to label what happened but still seeks information and support, may contact a HINU confidential employee, who will not notify the HINU Sexual Misconduct Response & Prevention Coordinator about reported conduct that may constitute sex discrimination. Certain HINU staff are designated confidential employees under this Policy and available to speak to any person who wishes to report an incident and remain anonymous. Counseling Services can offer confidential assistance, including (1) explaining reporting options including how to contact the HINU Sexual Misconduct Response & Prevention Coordinator and how to make a complaint of sex discrimination under this Policy; (2) providing assistance, upon request of the individual, in seeking medical care or filing a report with law enforcement; (3) explaining that the HINU Sexual Misconduct Response & Prevention Coordinator may be able to offer and coordinate supportive measures; and (4) providing contact information for any agency the individual affected by sex discrimination wishes to have involved. Designated confidential employees will continue to follow up with care and support to the extent requested and needed by the individual affected by sex discrimination.

4. Reporting to the U.S. Department of the Interior, Office of Civil Rights

- An individual may choose to submit a complaint to the U.S. Department of the Interior, Office of Civil Rights, irrespective of whether a report is made with law enforcement and/or the HINU Sexual Misconduct Response & Prevention Coordinator. Complaints made to the Office of Civil Rights must be filed within 180 days of the alleged discrimination, unless the time limit is extended by the Office.

U.S. Department of the Interior, Office of Civil Rights

Director of the Public Civil Rights Division

Office of Civil Rights

U.S. Department of the Interior Washington, DC 20240

Email: DOICivilRights@ios.doi.gov

Website: <https://www.doi.gov/pmb/eeo/public-civil-rights-division>

HINU Response to a Report of Sex Discrimination, Including Sexual Harassment

Upon receiving an online, in person, mail, email, or phone report alleging sex discrimination, including sexual harassment, the HINU Sexual Misconduct Response & Prevention Coordinator will promptly contact the affected party to discuss safety and supportive measures, explain their right to file complaint to local law enforcement, and provide the affected party with a copy of their rights.

Upon receipt of a report of conduct that reasonably may constitute sex discrimination under this Policy, the HINU Sexual Misconduct Response & Prevention Coordinator will take actions to promptly and effectively end any sex discrimination in its education program or activity, prevent its recurrence, and remedy its effect. If a report is submitted to the HINU Sexual Misconduct Response & Prevention Coordinator that does not identify or describe prohibited conduct, the HINU Sexual Misconduct Response & Prevention Coordinator will inform the reporting party that the matter is not within the jurisdiction of this Policy and will forward the matter to the appropriate HINU department or Bureau of Indian Education contact, if needed.

A. Supportive Measures

The HINU Sexual Misconduct Response & Prevention Coordinator will offer to all participants and coordinate non-disciplinary, non-punitive individualized supportive measures as appropriate, as reasonably available, and without fee or charge to the complainant or respondent, which are designed to restore or preserve equal access to HINU's education program and activities without unreasonably burdening the other party, including measures designed to protect the safety of the parties or the HINU campus, or deter sexual harassment. HINU will offer supportive measures upon receipt of a report alleging prohibited conduct under this Policy, whether the resolution processes are utilized or not.

Supportive measures may be modified or terminated as needed. HINU will provide all affected parties with a timely opportunity to seek modification or reversal of HINU's decision to provide, deny, modify, or terminate supportive measures applicable to them and affected parties may also seek additional modification or termination of supportive measures if circumstances change materially.

Supportive measures may include, but are not limited to:

- Referrals to receive on or off campus counseling services,
- Extensions of deadlines, rescheduling of exams, and other course-related adjustments, as agreed
- upon by faculty and student,
- Change in class schedule, including transferring course sections or course withdrawal,
- Change in work schedule or job assignment (e.g. work study),
- On-campus escort services,
- Changes to academic, housing, dining, extracurricular or any other activity, and transportation
- when applicable, regardless of whether there is or is not a comparable alternative,
- Increased security and monitoring of certain areas of the HINU campus,
- Extended absence or granted an Incomplete for the semester, as agreed upon by faculty and
- student,
- Imposition of a "no contact order" and/or honoring a court-issued order of protection, and

- Transportation for non-life-threatening medical care.

HINU will maintain as confidential any supportive measures provided to the affected parties, to the extent that maintaining such confidentiality would not impair the ability of HINU to provide the supportive measures. HINU will not be responsible for expenses associated with medical care.

B. Emergency Removals

HINU may, in circumstances where it determines, based on an individualized safety and risk analysis, that an imminent and serious threat to the health or safety of a complainant or any students or other persons arising from the allegations of sex discrimination justifies removal, impose an emergency suspension, an emergency removal from housing, a temporary “loss of recognition” as defined the Haskell Community Standards: The Student Code, and/or other necessary restrictions prior to a final determination.

Emergency removals are not a sanction. Instead, an emergency removal is taken to protect the safety and well-being of individuals. These removals are preliminary in nature and are in effect only until there is a resolution of the student conduct matter.

HINU will provide written Notice of an Emergency Removal to a respondent, which will include the right to request a hearing to be held within five business days from the date the action was imposed. The request for a hearing must be in writing and submitted within two business days of being notified of the emergency removal. The emergency removal is in effect pending the outcome of a hearing on the removal.

This subsection does not apply to federal employees, as defined under 5 U.S.C. § 2105. The term “removal,” as used in this subsection, does not contain the same meaning as the term “removal” under federal employment law, as defined at 5 U.S.C. § 7512(1) and related law. Allegations of harassing conduct against or by DOI employees must be handled in accordance with PB 18-01. Under PB 18-01, “interim measures” may be taken pursuant to Section 7(B)(3) to ensure that harassing conduct does not continue. Any “removal” of a federal employee, as that term is defined under 5 U.S.C. § 7512(1) and related law, must comply with applicable laws and policies, including cause and procedure under 5 U.S.C. § 7513.

Grievance Procedures for Prompt and Equitable Resolution of Complaints of Sex Discrimination, Including Sexual Harassment

A. Complaints

Any complaint may be made orally or in writing and with or without a signature. A communication constitutes a complaint when it objectively can be understood as a request to investigate and make a determination by a reasonable person. This is a fact-specific determination.

1. Complaints – Sexual Harassment

The following people have the right to make a complaint of sexual harassment, requesting that HINU investigate and make a determination about alleged sexual harassment:

- A “complainant”, as defined in the definition section of this Policy
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- HINU’s Sexual Misconduct Response & Prevention Coordinator.

Note that a person is entitled to make a complaint of sexual harassment only if they themselves are alleged to have been subjected to the sexual harassment, if they have a legal right to act on behalf of such person, or if the HINU Sexual Misconduct Response & Prevention Coordinator initiates a complaint.

2. Complaints – Sex Discrimination (except for Sexual Harassment)

With respect to complaints of sex discrimination other than those alleging sexual harassment, the following persons have a right to make a complaint:

- A “complainant”, as defined in the definition section of this Policy
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- HINU Sexual Misconduct Response & Prevention Coordinator; or
- Any student.

HINU may consolidate complaints of sex discrimination, including complaints of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable. HINU encourages all reports of sex discrimination regardless of the date of the incident occurring. However, HINU will not consider any complaint filed more than two years after the incident. Students reporting an incident that occurred greater than two years from the date of reporting may still receive supportive measures. With respect to a complaint brought by a former student who was participating or attempting to participate in HINU’s education program or activity at the time of the alleged sex discrimination, HINU will proceed just as it would with all other complaints. If, at the time the complaint is filed, however, the respondent is no longer participating in HINU’s education program or activity, the complaint will be dismissed.

3. University-Initiated Complaint

In limited cases, the HINU Sexual Misconduct Response & Prevention Coordinator may initiate a complaint without a request by the complainant. The HINU Sexual Misconduct Response & Prevention Coordinator has the discretion to initiate a complaint when the Advocate determines that the reported conduct presents an imminent and serious threat to the health or safety of the complainant or other person, or prevents HINU from ensuring equal access on the basis of sex.

If the complainant requests that their identity or other information be kept private or that no formal action be pursued against an alleged offender, there may be instances in which such requests cannot be honored, as they would impair or eliminate the safety of the complainant themselves or others. Factors considered by the Sexual Misconduct Response & Prevention Coordinator in a decision to initiate a formal complaint include, but are not limited to:

- The involvement of multiple alleged complaints,
- Allegations of threats or retaliation by the respondent against the complainant or others,

- Complainant request not to proceed,
- Complainant's reasonable safety concerns regarding initiation of a complaint,
- The risk that additional acts of sex discrimination would occur if complaint not initiated,
- The severity of the alleged sex discrimination, including whether, if established, would require removal of respondent,
- The age and relationship of parties, Scope of alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals
- Availability of evidence to assist a Hearing Officer in determining whether sex discrimination occurred, and
- Whether Haskell could end alleged sex discrimination and prevent recurrence without initiating the grievance procedure.

B. Principles Governing HINU's Grievance Procedures:

HINU will treat complainants and respondents equitably. HINU requires that any HINU Sexual Misconduct Response & Prevention Coordinator, Investigator, Hearing Office, or any person designated by HINU to facilitate an informal resolution process not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. HINU will ensure that the HINU Sexual Misconduct Response & Prevention Coordinator, Investigator, Hearing Officer, or any person designated by HINU to facilitate an informal resolution process receive training on (1) the definition of sex discrimination, including sexual harassment under this Policy, (2) the scope of HINU's education program or activity, (3) how to conduct an investigation and grievance process including hearings, appeals, as applicable, and (4) how to serve impartially including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. HINU presumes that the respondent is not responsible for the alleged sex discrimination until a determination regarding responsibility is made at the conclusion of the grievance process. HINU will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures.

The parties cannot engage in retaliation, including against witnesses. HINU will objectively evaluate all evidence that is relevant and not otherwise impermissible — including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness. The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by HINU to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

- Evidence that is protected under a privilege recognized by Federal law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless HINU obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and

- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sexual harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sexual harassment occurred.

C. Written Notice to Parties upon Receipt of a Complaint

Within 72 hours of the Sexual Misconduct Response & Prevention Coordinator's receipt of a formal complaint, HINU will notify the parties in writing of the following:

- HINU's grievance procedures and alternative dispute resolution process;
- Notice of timelines for major stages of the grievance procedures along with the HINU process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons of the action;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sexual harassment, and the date(s) and location(s) of the alleged incident(s);
- Retaliation is prohibited;
- The respondent is presumed not responsible for the alleged sexual harassment until a determination is made at the conclusion of the grievance procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial Hearing Officer;
- The parties may have an Advisor of Choice who may be, but is not required to be, an attorney (HINU is not responsible for any cost associated with an attorney or other paid advocate);
- The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigative report that accurately summarizes this evidence; and
- That knowingly making false statements or knowingly submitting false information during the grievance procedures is prohibited under the Haskell Community Standards: The Student Code.

If, in the course of an investigation, HINU decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the written notice or that are included in a consolidated complaint, it will provide written notice of the additional allegations to the parties.

If HINU has reasonable concerns for the safety of any person as a result of providing this notice, HINU may reasonably delay providing written notice of the allegations in order to address the safety concern appropriately. The reasonable concerns will be based on individualized safety and risk analysis and not on mere speculation or stereotypes.

D. Dismissal of a Complaint

Within five business days of receipt of a formal complaint, the HINU Sexual Misconduct Response & Prevention Coordinator will make an initial assessment to determine whether to investigate or dismiss a complaint of sex discrimination, including sexual harassment. HINU may dismiss a complaint if:

- HINU is unable to identify the respondent after taking reasonable steps to do so;
- The subject of the complaint does not meet this policy's definition of "respondent" or the conduct did not occur on-campus, on property in the possession of or owned, used or controlled by HINU, at an off-campus location at locations, events, or circumstances over which HINU exercised substantial control over both the respondent and the context in which the sexual harassment occurs;
- HINU obtains the complainant's voluntary withdrawal in writing of any or all of the allegations, the HINU Sexual Misconduct Response & Prevention Coordinator declines to initiate a complaint, and HINU determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under this Policy even if proven; or
- HINU determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under this Policy. Before dismissing the complaint, HINU will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, HINU will promptly notify the parties simultaneously in writing of the basis for the dismissal. HINU will notify the complainant that a dismissal may be appealed on the bases outlined in the Appeals section of this Policy. If a dismissal is appealed, HINU will follow the procedures outlined in the Appeals section.

When a complaint is dismissed, HINU will, at a minimum:

- Offer supportive measures to the complainant and respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the HINU Sexual Misconduct Response & Prevention Coordinator to ensure that sex discrimination does not continue or recur within HINU's education program or activity.

E. Investigations

1. Assignment to an Investigator

The HINU Sexual Misconduct Response & Prevention Coordinator may serve as the Investigator upon receipt of a complaint alleging sex discrimination or assign one or more Investigators to the case as they deem appropriate. Each party will be given an opportunity to request the removal and replacement of an Investigator based on bias or conflict of interest. Any request for a change in an Investigator must be accompanied by supporting information and given to HINU Sexual Misconduct Response & Prevention Coordinator in writing. If the Investigator is the HINU Sexual Misconduct Response & Prevention Coordinator, the request for a change in Investigator may be sent to the Office of the President (presidentoffice@haskell.edu).

2. Investigations

HINU will provide for adequate, reliable, and impartial investigation of complaints. The burden is on HINU -- not on the parties—to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred. The Investigator will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the party to prepare to participate. Either party may request that the parties not be in the same room for any meetings or proceedings which both may attend. HINU will determine the appropriate use of technology to satisfy the request.

It is understood that there may be circumstances in which a complainant or respondent wishes to limit their participation. The complainant and respondent retain this right and will not be subject to adverse HINU actions, although HINU may be obligated to conduct an investigation. If a party chooses not to participate in an investigation for any reason, the HINU's process will continue with respect to the alleged conduct.

HINU will provide the parties with the same opportunities to be accompanied to any meeting or proceeding by their Advisor of Choice, who may be, but is not required to be, an attorney.

- HINU will not limit the choice or presence of the Advisor of Choice for the complainant or respondent in any meeting or proceeding.
- HINU may establish restrictions regarding the extent to which the Advisor of Choice may participate in these grievance procedures, as long as the restrictions apply equally to the parties.

HINU will provide the parties with the same opportunities, if any, to have people other than the parties' Advisor of Choice present during any meeting or proceeding. When investigating complaints of sexual harassment, the Investigator will

- Allow for the reasonable extension of timeframes on a case-by case basis for good cause with written notice to the parties that includes the reason for delay;
- HINU will provide an equal opportunity for the parties to present fact and expert witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible;
- Have discretion to determine whether the parties may present expert witnesses as long as the determination applies equally to the parties;
- Provide the parties with an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the complaint, including evidence upon which HINU does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;
- Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least 10 business days to submit a written response, which the Investigator will consider prior to completion of the investigative report;
- Create an investigative report that fairly summarizes relevant evidence and, at least 10 business days prior to a Hearing or alternative dispute resolution (ADR) conference, or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the

investigative report in an electronic format or a hard copy, for their review and written response;

- Make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination;
- Take reasonable steps to prevent and address the parties' and their Advisor of Choice's unauthorized disclosure of information and evidence; and
- Not restrict either party from discussing allegations under investigation or from gathering and presenting relevant evidence during the interview process.

F. Resolution Process

1. Informal Resolution: Alternative Dispute Resolution

In lieu of resolving a complaint through HINU's grievance procedures, the parties may instead elect to participate in an ADR process. HINU will inform the parties in writing of the ADR process. The written notification will include:

- The allegations;
- The requirements of ADR;
- That any party has the right to withdraw from the ADR process and initiate or resume a Formal Resolution Process at any time before agreeing to a resolution;
- That if the parties agree to a resolution at the end of the ADR process, they cannot initiate or resume grievance procedures arising from the same allegations;
- The potential terms that may be requested or offered in an ADR agreement, including notice that an ADR resolution agreement is binding only on the parties; and
- What information HINU will maintain and whether and how HINU could disclose such information for use in its grievance procedures if such procedures are initiated or resumed.

The ADR process is where the parties and HINU mutually agree to forgo a Formal Resolution Process and engage in an ADR. When appropriate, HINU will attempt to utilize ADR processes, which may allow resolution of the alleged violation without recourse to punitive action. Such resolutions may include a mutual agreement on responsibility and sanctions, mediation, or other conflict resolution methods offered by HINU.

The HINU Sexual Misconduct Response & Prevention Coordinator will determine, based on the totality of the circumstances, whether an alternative dispute resolution process is appropriate given the facts and participants. The HINU Sexual Misconduct Response & Prevention Coordinator will also determine what type of processes will be utilized which may include mediation and/or conciliation incorporating customs and practices of the individuals' tribal affiliation(s).

ADR is strictly voluntary. No party will be compelled to participate, and the HINU Sexual Misconduct Response & Prevention Coordinator will obtain voluntary written consent from all parties prior to proceeding. The HINU Sexual Misconduct Response & Prevention Coordinator will assign a person as the facilitator who would not be the Investigator or Hearing Officer in the assigned case. The facilitator of any ADR process will be properly trained per federal law and for the ADR process utilized.

At the conclusion of the ADR process, the parties will agree in writing to the terms of the resolution. The terms will include any sanction or remedies identified by HINU and agreed to by the parties, including permanent supportive measures.

ADR may be offered based on an investigative report or at any time after the filing of a complaint, prior to the determination of responsibility. Any party may withdraw from the ADR process prior to agreeing to the resolution, and the case will resume the formal resolution process. Once the parties agree to the ADR resolution agreement, the resolution is final and cannot be appealed.

Information shared as part of the ADR process will not be considered as evidence if a party withdraws from the process and the formal resolution process restarts.

2. Formal Resolution Process

The HINU Sexual Misconduct Response & Prevention Coordinator will assign one or more hearing officers to the complaint. A party will be given an opportunity to request the removal and replacement of a hearing officer based on bias or conflict of interest, which will be reviewed by the Office of the President. Any request for a change of hearing officer must be accompanied by supporting information. The hearing officer is responsible for maintaining an orderly, fair, impartial, and respectful process. The Hearing Officer will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

- HINU's grievance process will provide for a live hearing, which may be conducted with all parties physically present in the same geographic location or, at HINU's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.
 - HINU will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review.
- A complainant, respondent, or witness may decline to participate in the resolution process. The hearing officer will not draw any adverse inference from a party's silence or stated desire not to participate. All conferences and hearings are closed to the public, and only the Advisor of Choice may accompany their respective parties.
- At any point a respondent may accept responsibility for some or all the allegations against them. A respondent wishing to accept responsibility should communicate in writing to the HINU Sexual Misconduct Response & Prevention Coordinator. The HINU Sexual Misconduct Response & Prevention Coordinator will inform all parties of the acceptance of responsibility and will issue a proposed set of sanctions and/or remedies. If all parties agree in writing and accept the proposed 25 sanctions and/or remedies, the matter will be concluded and not subject to appeal. If all parties do not agree, the matter will proceed under a different resolution process.

3. Determination Whether Sexual Harassment Occurred

a) Standard of Evidence

The hearing officer shall use a preponderance of the evidence standard to evaluate relevant and not otherwise impermissible evidence for its persuasiveness and determine whether the alleged Policy violation occurred. The preponderance of the evidence means a standard of proof in which the totality of the evidence offered in support of a fact is greater or more convincing than the evidence which is offered in opposition to it; given the totality of information the version of events that is more likely than not to have occurred. A preponderance of the evidence is understood to require more than 50 percent certainty to determine responsibility for a Policy violation (51% or greater).

b) Questioning the Parties and Witnesses

HINU will provide a process that enables the Hearing Officer to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination, including sexual harassment. The Hearing Officer will allow each party's Advisor of Choice to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility subject to the procedures for evaluating and limiting responses to such questions discussed below. Such questioning will never be conducted by a party personally. If a party does not have an advisor to ask questions on their behalf, the Hearing Officer will provide the party with an advisor of the Hearing Officers choice, without charge to the party, for the purpose of conducting cross-examination on behalf of that party. In those instances, the Hearing Officer will not appoint a confidential employee and may appoint, but is not required to appoint, an attorney to serve as an advisor.

Procedures for the Hearing Officer to evaluate the questions and limitations on questions: The Hearing Officer will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The Hearing Officer will give a party an opportunity to clarify or revise a question that the Hearing Officer determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

Refusal to respond to questions and inferences based on refusal to respond to questions: The Hearing Officer may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The Hearing Officer will not draw an inference about whether sex discrimination occurred based solely on a party's or witness's refusal to respond to such questions.

4. Outcome of the Complaint (Formal Resolution Process)

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, the Hearing Officer will notify the parties simultaneously in writing of the determination whether sex discrimination, including sexual harassment occurred under this Policy including:

- A description of the alleged sex discrimination;

- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- The Hearing Officer's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex discrimination occurred;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions HINU imposes on the respondent, and whether remedies designed to restore or preserve equal access to HINU's education program or activity will be provided by HINU to the complainant;
- HINU's procedures and permissible bases for the complainant and respondent to appeal; and
- Provide all parties the right to a meeting with a HINU official to explain the outcome, accompanied by their Advisor of Choice and/or their parents or guardians.

HINU will not impose discipline on a respondent for sex discrimination prohibited by this Policy unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.

If there is a determination that sex discrimination occurred, as appropriate, the HINU Sexual Misconduct Response & Prevention Coordinator will:

- Coordinate the provision and implementation of remedies to a complainant and other people HINU identifies as having had equal access to HINU's education program or activity limited or denied by sex discrimination;
- Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
- Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or reoccur within HINU's education program or activity.

The determination regarding responsibility becomes final either on the date that HINU provides the parties with the written determination of the result of the appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

G. Sanctions and Remedies

Sanctions are intended to provide educational opportunities and accountability while also reducing the likelihood of future prohibited conduct. Sanctions may include administrative, educational, and restorative components. Some conduct, however, is so egregious in nature or so damaging to the educational environment that it requires more severe sanctions, including suspension or dismissal. Remedies are designed to restore or preserve equal access to HINU's education program or activity for the complainant.

If there is a finding of responsibility for violation of this Policy, the determination of sanctions and remedies will be made by the hearing officer. The following are types of sanctions that may be imposed, individually or in various combinations, on any student found in violation of the Policy. For full definitions, refer to the Haskell Community Standards:

The Conduct Code:

- Status Sanctions:
 - Warning
 - Conduct Probation
 - Suspension
 - Expulsion
- Additional Sanctions: The following may be given in conjunction with any of the above:
 - Loss of Campus Housing
 - Loss of Privileges
 - Restitution
 - Educational Initiatives
 - No Contact Order
 - No Trespass Order

H. Appeals

The complainant and the respondent have equal rights to a fair and impartial appeal for a complaint dismissal, or any allegations therein, or a determination made through a formal resolution process. All appeals will be referred to an Appeal Officer. The Appeal Officer will not have served as an Investigator or Hearing Officer in the previous steps of the process for the applicable case. The deadline for filing a written appeal is seven business days from the date the parties are provided the written determination. All appeals must be submitted in writing to the HINU Sexual Misconduct Response & Prevention Coordinator at: campusadvocate@haskell.edu

If either party files an appeal, the HINU Sexual Misconduct Response & Prevention Coordinator will notify the other party in writing and allow both parties to submit a written statement.

HINU will offer an appeal from a dismissal or determination whether sex discrimination, including sex-based harassment occurred on the following bases:

- Procedural irregularity that affected the outcome;
- New evidence that could affect the outcome and that was not reasonably available when the determination or dismissal was made; and
- The HINU Sexual Misconduct Response & Prevention Coordinator, investigator, or Hearing Officer had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome. If a party appeals a dismissal or determination whether sex discrimination occurred, HINU will:
- Notify the other party in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- Implement appeal procedures equally for the parties;
- Ensure that the Appeal Officer for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the Appeal Officer has been trained consistent with this Policy;
- Communicate to the parties in writing that HINU will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and

- Notify the parties simultaneously in writing of the result of the appeal and the rationale for the result.

The Appeal Officer may decide to uphold the original determination or to reopen the case for additional proceedings or other action based on the process under appeal and the ground.

Substance Abuse

A. Standards of Conduct

Haskell's substance abuse policy prohibits the possession, use, or transporting/trafficking of alcohol, illegal drugs, non-prescribed prescription drugs, and other mind-altering substances by students. Haskell does not accept abuse of alcohol or drugs by students and behaviors that occur as a result of such abuse. The most serious consequences of this behavior are the loss of housing and suspension or expulsion from the University.

Haskell seeks to enrich the lives of students by employing programs and services to assist them, referring them to counseling, and having staff conferences with them. See the Counseling Center for information about campus programs to prevent the possession, use or distribution of alcohol and drugs.

Haskell will contact the parents/guardians of students under the age of 21 in regards to violation of the "Substance Abuse Policy."

B. Medical Release for Substance Abuse

Abuse of alcohol and/or drugs is a serious threat to the wellbeing of students and the Haskell community. Accordingly, students who abuse alcohol or drugs to the extent that they become incapacitated and/or require monitoring shall be referred to the Counseling Center. The Counseling Center shall determine if students should be medically released from Haskell. Any student who is medically released must provide proof of treatment at a certified or licensed treatment facility and a written recommendation for return to Haskell from a licensed mental health professional before readmission to Haskell. In some cases, violations of the code of conduct for medical reasons could be removed from the record.

C. Sanctions for Violation of the Substance Abuse Policy

1. First Violation:

- Student can participate in a Diversion Program in order to maintain housing.
- A student who does not participate in a Diversion Program will receive a "Notice to Vacate", or "Eviction" resulting in immediate loss of housing for one year from the date of issuance.
- Any time a student is found in violation of the Substance Abuse Policy, he/she will lose their housing privilege. However, a student may appeal the loss of housing on their first violation only. The student shall remain in housing pending the outcome of the appeal. Should the student lose the appeal, the previous "Notice to Vacate" will go into effect immediately.

2. Second Violation: This sanction is mandatory; however a student may appeal to the appellate board for review. The Student will receive an order that includes the items below:

Notice to Vacate, resulting in immediate loss of housing for one year from the date of issuance, also includes:

- Loss of the privilege of visiting in the residential halls.
- Loss of the privilege of being on campus after regular business hours, unless student is attending a class.
- Loss of the privilege to participate in any extracurricular activities, including athletic teams, intramural sports, etc. and loss of the use of Haskell facilities (i.e., Tecumseh Gym, Coffin Sports Complex, and Stidham Union). Student shall inform the Office of Student Conduct when the student has a class or class assignment or project in any of these facilities.
- Loss of privilege to Curtis Hall.
- Loss of Good Social Standing.
- Requirement to complete an Alcohol Assessment and Treatment Plan.
- Double the fine and community service hours from the diversion program.

3. Third Violation:

- Referral to Student Appellate Board with a recommendation of mandatory suspension for two academic years with a double fine and community service hours from the previous violation.
- Completion of an alcohol/drug treatment program or other appropriate treatment program before readmission to Haskell, or depending on the severity, expulsion from Haskell.

D. Medical Amnesty

The Medical Amnesty Program (MAP) represents the Haskell's commitment to increasing the likelihood that community members will call for medical assistance when faced with an alcohol or drug-related emergency. Every student, as a part of the Haskell community, has a responsibility for caring for self and others. In alcohol or drug related incidents, the primary concern of the University is the well-being, health, and safety of students.

Haskell has an obligation to make mandatory administrative referrals of students for incidents related to alcohol and other drug-related emergencies. The potential for student conduct action by the University against the student in need of medical attention and/or the student reporting the incident may act as a barrier to students getting the immediate medical attention they need. In order to alleviate the behavioral consequences associated with these alcohol and other drug-related emergencies, and increase the likelihood that students will get the medical attention they need, Haskell has developed a Medical Amnesty Program. This policy applies to all students who call on behalf of themselves or another student in need of immediate medical assistance including being transported by EMS.

In order to receive Medical Amnesty, students must use the policy proactively. This means that students must take the initiative to get assistance and that asking for medical amnesty after being confronted for possible alcohol or drug policy violations will not result in application of MAP.

If a student calls on behalf of another student, he or she is REQUIRED to remain with the student experiencing the medical emergency until medical personnel arrive.

Medical amnesty applies only to possession or consumption of alcohol and drugs. In addition, the policy does not prevent action by police or other law enforcement personnel.

Frequently Asked Questions about the Medical Amnesty Program

Why do we have a Medical Amnesty Program?

At Haskell, the health and safety of every student is of primary importance and all students are strongly encouraged to be empowered bystanders who respond in a potentially dangerous situation without fear of reprisal from Haskell. Haskell supports students who act responsibly by reaching out for assistance in the case of a medical emergency, as well as supports the student who is helped.

A student or student organization seeking medical treatment for him/herself, or for any other student who is in immediate medical need, or any student who is the recipient of this emergency medical help, will not be subject to disciplinary sanctions related to the violation of using or possessing alcohol or other drugs, as defined in the Substance Abuse Policy. This rule applies to emergencies both on and off campus.

A student is eligible to use the Medical Amnesty Program on more than one occasion and students are always strongly encouraged to report a medical emergency. The positive impact of reporting a medical emergency will always hold the highest priority when determining the appropriate response for Haskell policy violations. In a situation where there are repeated violations, Haskell reserves the right to take disciplinary action on a case by case basis.

Because parents are vital partners in the educational process and because the student can be best supported from home, Haskell typically contacts parents of students under 21 years of age in instances where there is evidence of risk to health, welfare or safety. In addition, the University reserves the right to record names of those students involved to enable the University to follow up with the students as deemed necessary to ensure a student's well-being.

A student who receives medical assistance for alcohol use under the Medical Amnesty Program will be referred by the Student Conduct Office or their representative to a mandatory intervention program, such as the Red Road Program at the University Counseling Center. Additionally, a student who qualifies for the Medical Amnesty Program by calling for medical assistance for another student may be referred to this program at the discretion of the Student Conduct Office.

Frequently Asked Questions

Q. What if I am underage and drunk when I call for help for a friend?

A. In this situation, emergency personnel might want to ask you a few questions about how much the sick person had to drink or if they mixed the alcohol with any other drugs, for example. This information will be critical to helping your friend. In such a case, Haskell will not refer you or the person you called for an alcohol violation.

Q. Will my name be recorded if I call for help for my friend?

A. In most situations, if you are level-headed enough to call for help and you are not showing signs of alcohol or other drug overdose, emergency personnel will thank you for your assistance and simply help your friend.

Q. How will anyone know I was the one who called for help?

A. In most cases, a professional staff members from Residential Halls will know that you called for help. If they do not know, you can simply inform them of your role in helping your friend or yourself.

Q. Does the Medical Amnesty Program apply if I call for help for myself?

A. Yes

Q. Does Haskell contact my parents if I am transported to the hospital?

A. Haskell does not automatically contact your parents when you are transported to the hospital. However, your parents would eventually be notified by mail if you are under 21 and had a hospital transport for alcohol or drug use.

Q. What happens if I am transported to the hospital for the second time – does the Medical Amnesty Program apply?

A. While the main concern is the health and safety of every student, a pattern of behavior for hospital transports will require a staff member to review the situation and follow up using professional judgment for each individual situation.

Q. What should I do if a friend is showing signs of alcohol poisoning or overdose?

A. Remember to Check, Call and Care. Alcohol overdose can be scary, but getting help is not.

CHECK: Watch out for your friends throughout the night. Encourage healthy choices. If someone you know has consumed too much alcohol, check for signs of overdose.

CALL: If you discover any one of the above problems, call for medical help immediately. Call 911. The above indicators of alcohol overdose are very serious and time is of the essence. If you are unsure and are on campus, call Haskell Security at 785-760-6192.

CARE: Continually talk to the person and monitor their skin color, temperature and breathing. Turn and keep the person on his/her left side as this will help to keep the person from choking should they vomit. Wait with your friend until help arrives; never leave a sick friend alone.

Fire Safety

A. MAJOR VIOLATIONS

1. Fire Protection Equipment – Fire extinguisher's, pull stations, smoke detectors, automatic sprinkler systems, and fire alarms are located throughout the campus for the protection of human life and property. To use this equipment for non-emergency purposes is prohibited. Immediate action will be taken against anyone who falsely, whether intentionally or negligently, activates or tampers with fire safety equipment, exit signs, horns, strobes, notification devices, and fire exit doors. Tampering means to intentionally disable, alter, or change the fire alarm system, fire protective device, the station or signal box. Fire doors and any door with a closing mechanism must not be propped open or disabled. In addition, initiating, causing or contributing to a false report, warning or threat of fire, explosion, or other emergency is grounds for disciplinary action.

Typical Sanctions: Emergency suspension, \$100 fine plus all costs associated with the repair or replacement of misused or damaged equipment, cleaning of the facility, possible eviction from University housing and/or possible criminal charges.

2. Fire Hazards – All campus facilities, including student rooms and balconies, are smoke-free. Smoking of tobacco products is permitted only in designated outdoor smoking areas (50 feet from buildings). Cigarette butts and ashes shall be considered *prima facie* evidence of smoking. Open and smoldering flames, including lit candles, incense, plants/herbs, pipes, grills, e-cigarettes and hookahs are prohibited in all campus facilities, including student rooms and balconies. A student must receive prior approval from the Director of Housing to burn material for religious purposes. No heat-

producing appliances will be permitted in student rooms, unless authorized by the Haskell Safety Office. This includes hot plates, coffee pots, popcorn poppers, electric skillets, heaters, air fresheners ("Sensies"), etc. Any items confiscated WILL NOT be returned.

Typical Sanction: \$50 fine.

3. **Endangerment (Emergency Evacuation)** – When a fire alarm is sounded, residents must assume that there is a fire in the building and are expected to evacuate the building. Residents may return to the building only when instructed to do so by Residential hall staff or Haskell Security/Safety personnel. Endangerment includes failure to follow these procedures for fire safety, as well as failure to take cover during severe weather upon notification by Residential Hall staff, Haskell officials, tornado siren, or television/radio severe weather instructions.

Typical Sanction: \$50 fine.

4. **Fires (Intentional – Arson)** – Any willful or malicious burning or attempt to burn any building or government property on or around campus, any motor vehicle, and/or personal property of another is subject to expulsion from Haskell, as well as criminal charges.

Typical Sanction: Expulsion from Haskell as well as criminal charges.

5. **Fires (Unintentional)** – All other fires will be handled on a case-by-case basis, based on fire department reports. If it is determined that the fire was the result of violations listed above, sanctions will be at minimum: emergency suspension, \$50 fine plus all costs associated with the repair or replacement of the damaged area, cleaning of the facility and other damaged property, possible eviction from Haskell housing, and possible criminal charges.

Typical Sanctions: Emergency suspension, \$50 fine plus all costs associated with the repair and replacement of the damaged area and property, and cleaning of the facilities. Possible eviction from Haskell housing and possible criminal charges may apply.

Campus Safety and Security Survey

Haskell Indian Nations University is required to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) as amended in 1998, which requires all post-secondary institutions to publish and distribute certain information regarding campus crimes, including reports of campus sexual assault, sexual assault policies and security programming to all current students, employees and to any applicant who so requests. A copy of the annual report can be requested at the Student Conduct Office or it can be found on our website at www.haskell.edu.

In compliance with the Jeanne Clery Act, Haskell has the Daily Crime Logs that are maintained in the Office of Student Conduct. Please refer to the Haskell website at the Office of Student Conduct for more information.

Supports – counseling, tutoring, library, trio, ADA, little nations, health center

Bank

Navarre Hall

785-749-8435

Email: jsledd@haskell.edu

The purpose of the Student Bank is to accept and disburse deposits of student funds and student activity associations at Haskell in accordance with the purposes of such deposits. A written plan of operations must be developed by membership of each student group. The plan of operation is subject to the approval of authorized officials and will outline procedures and provide for a system of accounting and financial control of funds. Students may deposit personal funds in the Student Bank but are subject to bank limitations for withdrawing these funds, including the amount that may be withdrawn at one time. There are no check cashing services or ATM services available through the Student Bank. All student organizations that utilize Haskell's name to receive payment for services, goods, or contributions must use the Student Bank.

Counseling Center

Counseling Staff

Ms. Angelina Adams, Osceola-Keokuk Hall, 785-830-2774. Email: aadams@haskell.edu

Ms. Monica Jackson, Roe Cloud Hall, 785-749-8483. Email: mljackson@haskell.edu

Counseling staff provides services, support and referrals to meet the needs of students within residential housing programs. Counseling staff promotes strength-based approaches for working with students that builds on life skills and the resilience of students that help them navigate through life. Counselors are available to guide students who may need support through personal, social, academic and career development counseling. Counseling staff works with outside entities to provide full services, with confidential services provided. The Counselors are available to enhance the student's road to success by providing a support system necessary for the student to be successful in higher learning.

Dining Services

Curtis Hall

785-830-2711

Fax: 785-749-8492

Email: Barbara.Stumblingbea@BIE.edu

Hours:

Monday-Friday:

Breakfast: 7:00am-9:00am

Lunch: 11:00am-1:00pm

Dinner: 4:30pm-6:30pm

Saturday, Sunday and Holidays:

Breakfast: 10:00am-12:00 noon

Dinner: 4:30pm-6:30pm

Students who live in the residential halls are required to pay a semester meal fee of \$245 for daily meal services (19-meals per week). Students who live off campus may purchase the semester meal plan or pay \$4 for individual meal tickets. Guests ages 7 and up may purchase meal tickets at \$5 each. The cost for children ages 2-6 is \$2.50. Children under 2 may eat free of charge from a parent's plate. The meal plan or individual meals may be purchased at the Haskell Bursar's Office (Navarre Hall, room 101) or on the university website. The Haskell Student ID or a meal receipt must be presented at every meal. Students who live on campus may request a sick tray by completing a form available in the residence halls. Students whose class schedule does not allow for eating during service hours may request a carry-out meal through the Curtis Hall dining staff.

Disability Support Services

Dr. Perry Graves

Sequoyah Hall #138

785-832-6607

Email: pgraves@haskell.edu

The Disability Support Services (DSS) program supports students with disabilities through services and reasonable accommodations to support student success.

All students who have a disability (or who think that they may have a disability) are encouraged to contact the Disabilities Support Services Coordinator at their earliest convenience to discuss specific accommodations or needs that will enable success. Accommodations are individualized based on the needs of each student as identified in the documentation of the student's disability.

Examples of services include:

- Review of documentation to establish eligibility for services
- Assistance in obtaining documentation in order to establish eligibility for services
- Letters to faculty identifying appropriate classroom accommodations
- Examples of accommodations include:

- Classroom and course requirement accommodations (extended time, tape-recorded exams, preferential seating, etc.)
- Materials in alternative formats (e.g. books on tape, enlarged print)
- Assistance in locating equipment related to academic needs (Braille writers, assistive listening devices, magnifiers, etc.)
- Advocacy
- Assistance in locating accessible transportation
- Referral to other University and community resources (e.g. tutoring, Independence Inc., etc.)

Section 504, PL 93-112 of the Vocational Rehabilitation Act of 1973: No otherwise qualified handicapped individual in the United States shall solely by reason of his handicap, be excluded from the participation, be denied the benefits of, or be subject to discrimination under any program or activity receiving federal financial assistance.

The Americans with Disabilities Act of 1990 (ADA): The Americans with Disabilities Act (ADA) is a federal law that provides full access for people with disabilities. The law prohibits discrimination against individuals with disabilities in the following areas: employment, public and private transportation, state and local government, public places of accommodation, and telecommunications.

Parking

Facilities Management, Winnemucca Hall
785-749-8467
Fax: 785-749-8483

The mission of the Facilities Department is to provide parking services that are safe, accessible and functional for students, faculty and staff.

Campus Parking and Traffic: All privately owned vehicles must be registered with the Campus Parking and Traffic office located in North Winnemucca Hall during the enrollment process if the vehicle is available; otherwise, it should be registered as soon as the vehicle is brought to Haskell. Valid parking stickers must be attached to the registered vehicle. Campus parking lots designate parking areas for four categories: handicapped, student, faculty/staff, and visitor. Parking violations in campus parking lots are covered by university regulation and tickets will be issued to individuals who park improperly or do not park in the proper parking zone. Three or more parking tickets may result in towing.

Vehicle Storage: Student motorized vehicles must be removed from Haskell campus within 72 hours after the residential halls close for the semester, unless permission for vehicle storage has been approved. Any individual violating this policy will have his/her vehicle removed from the campus by commercial vendor. Permission for vehicle storage must be obtained from the Campus Parking and Traffic Office (example, the Christmas Holiday). If permission is approved for vehicle storage, vehicles must be parked in the Coffin Sports Complex parking lot. Staff and faculty motorized vehicles may not be stored on campus, with the exception of those employees on official travel business or by permission

from the parking and traffic office. Any individual violating this policy will have his/her vehicle removed from the campus by commercial vendor.

Abandoned Vehicles: A vehicle will be considered abandoned if it appears not to have been moved for five or more days (i.e. flat tires, broken windows, damaged, etc.). Vehicle owners will be notified of removal date by mail. If the vehicle is not moved or proven to be drivable, the vehicle will be removed from the campus by a commercial vendor.

Residential Housing
Osceola-Keokuk Hall
785-749-8460
Fax: (785) 832-6618
(785) 830-2703
(785) 749-8410
Email: Margaret.alexander@bie.edu

Haskell's residential housing mission is to provide a living environment that supports student learning and student success. The goal of Residential Housing is to provide a safe and secure residential living experience that is positive, and offers a supportive structure for student living and academic endeavors.

Haskell does not offer family housing on campus. Residential housing programs serve full-time Haskell students who do not have dependents (spouse and/or children) in residence. There are designated residential halls for new freshman/transfer students, with counseling services, as well as for residential housing for honor students, non-traditional and continuing students.

Students are allowed to pre-assign for rooms for the upcoming semester once they have lived in on-campus housing for one semester. Payment of the housing fee ensures a reserved room and students can also pre-assign roommates. Unless approved for an disability or other academic exception, students maintain an enrollment of twelve (12) credit hours to be eligible to live in the residential halls.

Students are required to complete and submit a University residential hall application and student housing contract to secure residential housing. These forms are included in the Admissions packet and can also be found on the Haskell website. Students will find information about their arrival date through the Admissions packet or may visit their Haskell website. Any inquiries concerning the residential housing program can be addressed by contacting the Housing office. The required residential hall application and student housing contract are included in the Haskell application packet and available on the university website.

Student Activities
Tecumseh Hall
785-749-8480
Fax: 785-832-6631
Email: Rcully@haskell.edu

The Student Activities Office provides both large and small group activities of major interest to students. On-campus activities include dances, movies, intramural sports, and Lockout sobriety parties. Off-campus activities include skating, bowling, sightseeing, out-of-town excursions for shopping, and attendance at athletic and educational events. Student activities are planned through cooperation efforts of the Student Activities staff, the Campus Activities Association (CAA), and numerous organizations and clubs on campus. A portion of the student activity fee helps the CAA financially support the Indian Leader, Student Senate, and Recreation.

The Campus Activities Association (CAA) is responsible for coordinating campus activities such as movies, concerts, dances, and numerous other campus events throughout the year. The CAA is composed of representatives from student organizations on campus.

Haskell offers recreational programs each year under the direction of the Student Activities staff. This program includes many intramural and recreational sports and activities such as flag football, basketball, volleyball, softball, racquetball, bowling, and swimming. There are also tournaments during the year in activities such as table tennis, horseshoes, and card games.

Most of the equipment needed for participation in the recreation program can be checked out from the Student Activities Office. Students are encouraged to bring their own recreational equipment. The recreation program is for the benefit of all enrolled Haskell students.

Each enrolled student is automatically a member of the Associated Students of Haskell. The Associated Students have created a Student Senate to provide effective representation of student interests. The efforts of student senate are focused on allowing students the opportunity to have a major voice in governing those affairs that directly and primarily affect them, as well as to address student rights issues. Student senators serve on university committees that make recommendations on policy by which Haskell is governed. The Student Senate Office is located in Tecumseh Hall. The Student Senate is made up of four officers (president, vice-president, secretary, treasurer) and representatives from senior, junior, sophomore, and freshman classes; from residence halls; and from recognized student clubs and organizations.

Numerous student organizations exist at Haskell. Information regarding purposes, activities, meeting times, and contact persons for student organizations may be obtained by contacting the Student Senate Office. Some of the organizations available: American Indian Business Leaders-Phi Beta Lambda, American Indian Science and Engineering Society, Campus Activities Association, Cheerleaders, Diné Club, Haskell Artist Association, H-Club Athletic Association, Indian Leader Association, KNEA-SP, Native American Church, and Off Campus Club.

Student Success Center
Sequoyah Hall #131
785-749-8404, ext. 278, 277, or 272

The mission of Haskell's Student Success Center is to provide advising, referrals and services to support student success. The Student Success Center is a centralized and accessible programs to support and enhance the academic, cultural and career success of Haskell students.

Throughout the academic year, the center will also offer services such as workshops on time management, study skills and test-taking skills. It also coordinates tutoring services and assists with specialized recruiting visits for academic programs not offered at Haskell, as well as some employer recruiting events.

Services provided at the Haskell Student Success Center are free to Haskell students and include: printing, computer access, faxing documents, copying, tutoring, GRE assistance, career development, job assistance, cultural awareness, disability referrals, scholarship information, internship information, academic advisement, coffee and a comfortable space to relax between classes.

Tommaney Library

785-749-8470

Fax: 785-749-8473

Email: bfortner@haskell.edu

The Library provides an inviting and vibrant place for students with Internet and wi-fi accessibility and online public access computer stations for patrons' use in searching the library's print collection and to access our electronic databases. We currently maintain over fifty computers in the Technology Learning Center for students to use to access the Internet, to type papers and to print, copy, or scan documents. Students may also be given hands-on instruction on accessing library resources through the Technology Learning Center as part of a class requirement.

Collections: The Haskell Library has over 60,000 volumes in print, multimedia, periodicals, and microfiche, and it also houses a large and unique Indian Collection of approximately 13,000 volumes. The Indian Collection covers such topics as tribal histories, conflicts and treaties, arts, and culture and literature, as well as civil rights, the environment, and other contemporary issues faced by many tribal nations today. The Indian Collection also contains its own Language and Reference sections and the John S. Painter donation, another special collection that provides Native American resources.

Other print collections that also support Haskell's four-year degree programs and student learning include the Teacher Education Professional Collection as well as the Price Collection (newly acquired in 2013), donated by the family historian and author Scott Price. The majority of the Price Collection deals with American war and conflict, ranging from the Revolutionary War through WWII, with primary emphasis on the Indian Wars, the American Civil War, WWI and WWII.

Electronic Academic Databases: The Haskell Library offers access to a myriad of electronic resources. As a higher education institution Haskell's database subscription packages focus on scholarly and academic journals. The library's online catalog is a database that can be accessed via the Internet. Anyone can use it to begin a search for resources in our physical collection. Our electronic academic databases provide access to thousands of online journals and articles. Haskell students, faculty, and staff members have access to subscription databases from both on and off campus (off-campus access requires a Haskell library card). Non-Haskell visitors and guests can access our subscription databases from on campus only.

Services: Library hours vary depending on when a semester is in session. Please visit the Haskell Library website where our hours of operation are posted. Library services include Circulation, Interlibrary Loan, Course Reserves, Reference, and Textbook Management. Other additional services include Information Resource/Literacy Instruction, Group Study Rooms, and a New Arrivals section for browsing new titles.

Haskell and the surrounding Lawrence community are welcome to visit the library where they can access local, regional, and national newspapers, as well as approximately thirty different tribal newspapers. Multimedia resources are also available and include documentary, cultural, and popular movies in DVD or Blu-Ray format.

Textbooks: The Library staff manages Haskell's textbook program and provides textbooks for freshman and sophomore level classes. Haskell students are loaned textbooks for these classes free of charge. Students should plan to visit the library during the first week of the semester when they are registering for classes to check out their textbooks for the semester. Textbooks are due back to the library at the end of each semester or overdue fines will begin to accrue. Any damaged or lost textbooks are charged to the student.

TRiO Student Support Services
Ross Hall
785-749-8403

TRiO Student Support Services (SSS) provides eligible students with comprehensive, individualized support services in the areas of academic and personal needs. The support provided is geared toward assisting students in successfully completing each semester to the best of their ability. SSS serves 175 eligible students so spaces are limited. If you think you qualify, please visit our office in Ross Hall. Applications can be downloaded on our website or in our office. Grant aid is available to those who qualify. See a Retention Specialist for more information. We can assist you with your application and provide you with the services that will ensure your academic success!

SSS Goals & Objectives:

- to provide students with academic advising and counseling
- to provide students with effective study habits
- to provide cultural enrichment opportunities
- to provide motivational workshops
- to promote academic success
- to provide peer tutoring
- to provide opportunities to visit area colleges and universities

How We Help:

- Educational Counseling: Address personal problems and concerns which may keep you from reaching your educational goals.
- Financial Aid Information: Become aware of financial aid options available and provide assistance, if needed. We will work with you to develop and monitor your financial aid plan.
- Career Planning: Select an appropriate major and assist in accessing resources for identifying your career goals.
- Tutoring: Improve academic performance through individual tutoring support using peer tutors.
- Academic Development: Develop effective reading, writing, math and study skills with personalized instructional assistance in these areas.

- Educational Access: Access and coordinate resources and support which address specific strategies or accommodations needed due to a disability.

Conduct and due process – appeals, notices, court etc

Code of Student Conduct

Haskell Student Code of Conduct and definitions:

1-A. Being under the influence of Alcohol

Reasonable grounds for a person to be considered under the influence of alcohol: odor of alcohol, slurred speech, bloodshot eyes, watery eyes, staggering, incoherence, inability to stay focused on conversation and maintains concentration due to consumption of alcohol. When a person exhibits 2 or more of the above-mentioned descriptions or their Blood Alcohol Content (BAC) is greater than 0.01%, a person may reasonably be considered to be under the influence of alcohol and in violation of this Article.

1-B. Possessing Alcohol and/or Alcohol Containers

Possession is when alcohol and/or alcohol containers such as cans, bottles, flasks, etc. are present, or in one's possession, whether full, empty, or partially filled. If these items are found on a student's person while anywhere on campus, in their dorm room, vehicle, or sites off campus as designated by the Haskell Administration, the student is in violation of this Article. All students who are in the immediate vicinity will be issued violation notices. All alcohol and containers are subject to confiscation and will not be returned.

1-C. Transporting and trafficking Alcohol

To manufacture, supply, transport, or sell alcohol on campus as evidence by the alcohol itself, ingredients, packaging and distribution material, statements and/or witnessed by those items or transport alcoholic beverages onto campus. This also includes violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor person; using a vehicle for illegal transportation of liquor; and all attempts to commit any of the aforementioned. All items associated with alcohol are subject to confiscation and will not be returned.

2-A. Being Under the Influence of Drugs or Inhalants

Reasonable grounds for a person to be considered under the influence of drugs or inhalants: odor of marijuana, slurred speech, bloodshot eyes, watery eyes, staggering, incoherence, inability to stay focused on conversation and maintain concentration due to use of drugs. When a person exhibits 2 or more of the above-mentioned descriptions, he/she may reasonably be considered to be in violation of this Article.

2-B. Possession of Drugs and/or Paraphernalia

Possession is having illegal drug(s) and/or prescription medication without a valid prescription, from a doctor or pharmacist, or drug paraphernalia or inhalants are present, or in one's possession. If these items are found on a student's person while anywhere on campus, dorm room, vehicle, or areas off campus as determined by the Haskell Administration and if in the vicinity where these items are present, the student is in violation of this Article. All who are in the immediate vicinity will be issued violation notices. All drugs, suspected drugs, and drug paraphernalia may be turned over to law enforcement agencies. Students in possession of drugs, suspected drugs, and/or drug

paraphernalia, may be temporarily detained by Haskell Staff, pending an immediate criminal investigation by appropriate law enforcement agencies.

2-C. Transporting and/or Trafficking of Drugs or Inhalants

To manufacture, supply, transport, or sell illegal drugs, prescription medication or inhalants on the Haskell campus, or to bring on to campus, as evidence by the drug(s) and/or inhalant(s) itself, ingredients, packaging and/or distribution paraphernalia, statements and/or witnessed by those items or action. This also includes violation of laws or ordinances prohibiting the manufacture, sale, transporting, maintaining places to manufacture drugs; furnishing drugs or inhalants to a minor person; using a vehicle for illegal transportation of drugs; and all attempts to commit any of the aforementioned. Any drug packaging and/or distribution paraphernalia may be turned over to law enforcement agencies. Haskell Staff may temporarily detain students that are found in possession of drug packaging and/or distribution paraphernalia, pending an immediate criminal investigation.

2-D. Contributing to the delinquency of a Minor

Encouraging, abetting, permitting or assisting a person under the age of 21 to violate any of these articles or to otherwise commit any delinquent act. Persons over the age of 21 who allow such acts performed in their presence without objections are in violation of this article.

3-A. Violation of Haskell policy, federal, state or local laws.

Any assisting, violating or having knowledge of a violation of Haskell policy, federal, state and local laws and not reporting it is prohibited at Haskell.

3-B. Violating any part of the Code of Student Conduct while on Haskell Probation.

4. Violence

Having knowledge of or facilitating violence without reporting the incident.

4-A. Intimidation or Threat

Any willful conduct, which creates a fear of bodily harm, or is verbally abusive, including gesturing, name-calling, threatening, by word or action of a perceived threat to inflict bodily harm.

4-B. Simple Assault

Assaults and attempted assaults where no weapon is used and which do not result in serious or aggravated injury to the victim.

4-C. Aggravated Assault

An unlawful attack by one person, upon another, that inflicts severe or aggravated bodily injury. This type of assault may be accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

4-D. Negligent Manslaughter

The killing of another person through gross negligence.

4-E. Murder/ Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

4-F. Self-Destructive Behavior

Inflicting harm on one's self by cuts, burns, or other harmful acts. These include ingesting harmful substances to cause self-injury. This includes statements of suicide, as evidenced by statements and/or witnessed by an individual. A student refusing medical attention could jeopardize his/her residence privileges due to the safety of

himself/herself and others involved.

5-A. Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim.

5-B. Dating violence means violence committed by a person who is or has been in a romantic or intimate relationship with the affected party.

6-A. Bringing a Weapon on Campus

All weapons are prohibited on the Haskell campus. Weapons are defined as any item whose primary use is to cause death or injury. Any use of, or having in one's possession or concealing, an instrument or substance, which by nature or use is an offensive or a combative object, even if otherwise legal, is prohibited. All weapons are subject to confiscation and will not be returned.

6-B. Illegal Weapons Violation

The violation of city, county, state, or federal laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; and all attempts to commit any of the aforementioned.

7. Haskell Property

Attempting to damage or actually damaging property belonging to Haskell. Willfully marring, destroying, injuring or disturbing any real or personal property of Haskell. This includes moving any property belonging to Haskell or others without permission.

7-A. Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the affected person in fear.

7-B. Burglary

The unlawful entry of a structure, or room to commit a felony or a theft. Attempted forcible entry is included.

7-C. Larceny/ Theft

The unlawful taking, carrying, leading or riding away of property, from the possession of another. It includes crimes such as shoplifting, pocket picking, purse snatching, thefts from motor vehicles, thefts of motor vehicle parts and accessories, bicycle thefts, etc., in which no use of force, violence or fraud occurs.

7-D. Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on surface streets and roads. Construction equipment and farming equipment are excluded.

7-E. Fraud

Fraud consists of the intentional misappropriation or taking of anything of value, which belongs to another, by means of fraudulent conduct, practices or representations.

7-F. Embezzlement

Embezzlement consists of the embezzling or converting to his own use of anything of value, with which he has been entrusted, with fraudulent intent to deprive the owner thereof.

7-G. Vandalism

Any willful act that defaces, breaks, disables, or destroys any property not belonging to that person.

7-H. Unauthorized Possession of School Property

Students are not to be in possession of keys to any room or campus office, except for their assigned room in the residence lodge or mailbox key. Other prohibited items include cafeteria utensils, maintenance tools, equipment or other Haskell property.

8-A. Harassment

Harassment is prohibited at Haskell Indian Nations University. Harassment is defined as systematic and/or continued unwanted actions directed towards an individual or group of students by another student. Harassment may include, but is not limited to threats, demands, intimidation, coercion, suppression, and cruelty. Haskell Indian Nations University values the individual's right to live, work, and study without fear of intimidation, coercion, or exploitation regardless of race, gender, national origin, tribal affiliation, religion, disability, or sexual orientation. Indicators of harassment include but are not limited to:

- Any action or communication that would cause a reasonable person to fear for his/her safety.
- Any action or communication that causes any reasonable person harm or distress.
- Any repeated attempt to make contact with anyone over his or her objections.
- Intentionally, maliciously, and repeatedly following another person on campus.
- Haskell Indian Nations University prohibits bullying. Bullying behavior is any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication that:
 1. Places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or
 2. Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits.
- Cyber bullying, defined as sending threatening or aggressive texts, e-mails, or phone messages, posting insulting rumors, information, or pictures on a blog or social networking site, or using someone else's username to spread rumors or post insulting comments or pictures.

9. Sexual Harassment

Sexual harassment can consist of the actions just described, but also creates an environment that is intolerable and incompatible with the mission and goals of the university; sexual harassment is a form of discrimination and is illegal. Any unwelcomed sexual advances, requests for sexual favors, sexually motivated physical conduct, or gender-based verbal or physical threats that are explicit or implicit terms or conditions of employment (hire/fire, benefits) and/or substantially or unreasonably interferes with,

limits or deprives an individual's ability to participate in or benefit from the university's educational program and/or activities creates a hostile environment and is prohibited at Haskell.

10. Stalking

To intentionally, maliciously, repeatedly follow or harass another person in person, by correspondence, or by electronic means.

11. Lewd, Indecent, or Inappropriate Public Behavior

Acts, words, or gestures which cause anger, shock, embarrassment or humiliation, including electronic communication is prohibited. Included is the excessive public display of affection.

12. Sexual Assault/Misconduct

Sexual assault can be any form of forced sexual contact. Force can be physical or emotional (threat, intimidation, pressure, coercion). Rape is a type of sexual assault usually involving sexual intercourse which is initiated by one or more persons against another person without that person's consent.

12-A. Forcible Rape

The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

12-B. Forcible Sodomy

Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the affected person is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

12-C. Sexual Assault with an Object

The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the affected person is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

12-D. Forcible Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the affected person is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

13. Non-Forcible Sexual Misconduct

Unlawful, non-forcible sexual intercourse including Incest (non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law) and Statutory Rape (non-forcible sexual intercourse with a person who is under the statutory age of consent.)

13-A. Incest

Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

13-B. Statutory Rape

Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in Kansas is 16 years of age.

14. Fire Safety

14-A. Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, building, motor vehicle, personal property of another, etc.

14-B. Activating and/or Tampering with a Safety Device

Any willful attempt to block, hinder, or disable or activate a safety device, or use without just cause, such as fire alarms, smoke detectors, fire extinguisher, fire escape route, or any other safety device. Objects are not to be placed with-in 24-inches (2-feet) of a fire suppression device.

14-C. Burning of Material, Use of Tobacco, and Fireworks

Burning of any material in the residence lodge is strictly prohibited as it may endanger the health and the safety of occupants.

Burning of material means either open flame or smoldering material such as candles, medicinal plants and herbs, cigarettes or pipes containing tobacco or illegal substances, except when authorized by the Director of Housing, or designee, under Haskell's Smudging policy. Please see the Residential Housing Student Handbook for more information. Smoking of tobacco products on campus is allowed only outside of each building, except within 25-feet of entrances and ventilation air intake systems. Fireworks, of any type, are prohibited from use and/or storage on Haskell campus at all times.

14-D. Opening Exit Doors

Opening an exit door to admit persons or keeping an exit door propped open for any reason, other than emergency, will be in violation of this policy.

At no time will any type of furniture or other item be placed within 24-inches (2-feet) of an automatic sprinkler head used for fire suppression. Students may be held financially liable for any damage caused by the movement of furniture or other object, with or without prior authorization.

15. Hazing

Hazing constitutes doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form.

16. Residential Hall Policies

This is not an all-inclusive list. Please refer to the Residential Housing Student Handbook for more detailed information.

16-A. Unauthorized Visitation

Bringing or allowing into the residence lodge unauthorized person in a restricted areas of the residential hall, such as a member of the opposite sex in the living areas of the hall or allowing visitors to remain in the unauthorized areas past visiting hours.

16-B. In the Private Living Area of the Opposite Sex

Being anywhere in the private living areas of the opposite sex. This includes dorm rooms, showers, restrooms, windows, and dorm wing hallways.

16-C. Failure to Maintain a Clean Room or Failure to Clean Assigned Area

Students residing in the Haskell residential halls that fail to maintain a neat and clean room and/or are assigned to clean an area and fail to do so, or properly complete the assignment, will be in violation of this policy. Repeated violations will result in suspension of housing privileges.

16-D. Gambling

All gambling is prohibited on Haskell campus.

16-E. Littering

Leaving trash or litter on campus except in appropriate receptacles. Residents who place their room trash in hall waste receptacles instead of the dumpster are in violation of this article.

16-F. Excessive Noise

Quiet hours are observed starting 10:00 p.m. to 8:00 a.m. All those making loud, excessive, obnoxious, repeated, or unnecessary noise, which interferes with the rights of those who want to sleep, study, or relax, even if outside the posted quiet hours are considered in violation of this article.

16-G. Failure to Identify and/or Give False Identity

At all times Haskell students are required to visibly display their Haskell Student Identification cards while on the Haskell Campus. Students are required to show identification upon demand, or when entering/exiting the campus.

Failure to visibly display their Haskell Student Identification Card; being in possession of another person's Haskell student Identification Card; allowing someone else to use your Haskell Student Identification Card and refusing to provide your name or providing a false name, are all violations of this policy. Persons refusing or unable to provide suitable identification may be detained by Haskell employees until their identification can be satisfactorily verified by law enforcement authorities.

17. Trespassing

Entering on or loitering in unauthorized areas on campus is a violation of this policy.

Students that have been suspended from the residential halls are not allowed in either residential areas including balconies, patios, windows, exit doors, and all other areas immediately adjacent to the dorm. Students that have been expelled from Haskell are in violation of a current Emergency Suspension (any levels), Notice to Vacate, or are on the ineligible for housing master list.

18. Cooperation with Haskell Employees

Any attempt to misdirect, delay, misinform, hinder, or obstruct in any way Haskell staff in the performance of their duties will be in violation of this article.

19. Cooperation with Haskell Students

Any attempt to misdirect, delay, misinform, hinder, or obstruct in any way Haskell students in the right to gaining an education will be in violation of this article.

20. Harboring

Harboring a person, such as a student who has been suspended from the dormitories or former student expelled from Haskell, or other person who has been evicted/ banned for disciplinary reasons from the campus.

21. Misuse of Technology

- a. Violation of Haskell policy on proper use of E-mail or Internet while on the Haskell server.
- b. Downloading or transferring of illegal downloaded media files, including illegal downloading of music and movies.

Student Conduct Process

A. Due Process

Every Haskell student has the following rights to due process in a formal disciplinary proceeding pursuant to 25 C.F.R. 42.8:

1. Notice. Written notice of charges within a reasonable time before a hearing. Notice of charges shall include reference to the regulations allegedly violated, the facts alleged to constitute the violation, and notice of access to all statements related to the charge and to those parts of the student's school record which will be considered in rendering a disciplinary decision.
2. Hearing. A fair and impartial hearing. In an emergency situation that seriously and immediately endangers the health and safety of the student or others, a Haskell official may temporarily suspend a student, but shall immediately report in writing the facts (not conclusions) giving rise to the emergency. The official shall afford the student a hearing which fully comports with due process as soon as practicable thereafter. Please see Student Conduct Office regarding 25 CFR mandate.
3. Representation. The right to have an Advocate at the hearing. An attorney will be allowed to present the student's case, but only at the student's expense.
4. Confrontation. The right to confront and examine all witnesses and to produce and have produced witnesses on the student's behalf and to confront and examine all witnesses.
5. Records. The right to the minutes and record of all disciplinary proceedings (including appeal hearings) and to written findings of fact and conclusions in all cases. All Information will follow Family Educational Rights and Privacy Act (FERPA) guidelines.
6. Appeal. The right to an administrative review and appeal.
7. Non self-incrimination. The student shall not be compelled to testify against himself/herself.
8. Expunged. The right to have the allegations of misconduct and information pertaining thereto expunged from the student's school record in the event the student is found not guilty of the charges.

B. Advocates

Students who wish to have an "Advocate" must submit a "Release of Information" form to the Office of Student Conduct to allow the Advocate to have access to records and documentation associated with the case.

A Haskell employee must have permission from his or her immediate supervisor to act as an Advocate. The Student Conduct Administrator will investigate potential "conflicts of interest" before a hearing.

A Haskell student must be in good academic and social standing to be an Advocate. A student Advocate must notify the Office of Student Conduct and withdraw from being an Advocate if he/she is no longer in good academic and/or social standing OR if he/she has pending a disciplinary matter. The Advocate is responsible for scheduling his/her own investigative interviews. The student is responsible for providing the Advocate with all information that pertains to his/her case.

6. The Presiding Officer will state on the record at each hearing that the student is represented by an Advocate and that a signed release form, allowing the Advocate access to records and documentation associated with the student's case, is in the student's case file.

C. Alternative Dispute Resolution

Haskell may address a student violation using an Alternative Dispute Resolution (ADR) process or the Adjudication process.

(1) When appropriate, Haskell will first attempt to use the ADR process.

(2) When the ADR process does not resolve matters or cannot be used, Haskell must address the alleged violation through the Adjudication process.

ADR process may:

(1) Include peer adjudication, mediation, and conciliation; and

(2) Involve appropriate customs and practices of the Indian Tribes or Alaska Native Villages to the extent that these practices are readily identifiable.

D. Restorative Justice

Haskell may offer another alternative to addressing a student violation using the Restorative Justice model. This model focuses on understanding and repairing the harms created by inappropriate conduct. The Student Rights Specialist and the Dean of Students can determine if the Restorative Justice model will work in situations, and will be dealt with on a case by case basis.

Haskell may address an alleged violation through the ADR process or Restorative Justice Process unless one of the following conditions apply:

the act requires immediate removal or emergency suspension.

OR

all parties do not agree to using an ADR process.

E. Adjudication Process

1. An Incident Report shall be filed with the Student Conduct Administrator within five (5) business days of the incident.

2. The Student Conduct Administrator shall send a letter to the accused student through campus mail informing the student of the appointment date and time to meet with the Student Conduct Administrator or assigned housing staff. Minor violations are handled by the Housing staff. Major violations are handled by the Student Conduct Administrator with the exception of Fire Safety violations. Fire Safety violations are handled by the Safety Officer.
3. At this meeting, the decision maker shall determine whether the student has committed a violation and shall impose sanctions based on preponderance of the the evidence. If the student is found not responsible, then no sanctions will be given.
4. Alternative Dispute Resolution (ADR) may be used when the accused student and the decision maker agree to it. Situations may arise where the alternative dispute resolution process would resolve a problem in an informal manner.

F. Appeal Process

1. A student may appeal based on the following:

Deprivation of Due Process.

Inadequate evidence to justify decision.

Sanction not in keeping with the gravity of the violation.

2. The student shall submit a written request for appeal that lays out the reason for appeal.

The written request shall be submitted to the Student Conduct Office, Minoka Hall, Room 106, no later than 5:00 p.m. and no later than 12:00pm noon five (5) business days after the Student Conduct Administrator's decision.

3. The student shall have the opportunity for an appeals hearing before a Student Appellate Board. The Student Appellate Board is made up of at least three to five Haskell employees and/or students, selected by the Student Conduct Administrator. The student shall be notified through campus mail of the time and date of the hearing.
4. The student is allowed a 15-minute waiting time from the time that the hearing is to begin. Failure to report to the hearing before the waiting time ends will result in the Student Conduct Committee making a determination from the material before it.
5. At the hearing, the student may present a case, including witnesses and documents, and may ask questions of the accuser.
6. The Student Conduct Committee may interview the accuser, the accused student, and the witnesses.
7. The Office of Student Conduct shall record all hearings. Minutes of the hearing shall be available upon written request to the accused student. Students and witnesses are not allowed to record hearings.
8. Students are allowed to have an Attorney at Law present as an advocate at their appeal but at their own expense.
9. Parents have no standing in the appeal process.
10. After the Student Conduct Committee has deliberated in private, only the accused student and the student's authorized Advocate will be called before the Student Conduct Committee to be informed of the decision, a final decision will be made at this hearing.
11. The Student Conduct Committee has the authority to retract or alter any sanctions that were applied by the Student Conduct Administrator, the Housing Staff, an Alternative Dispute Resolution Board or a Restorative Justice Conference.

12. The decision of the Student Conduct Committee is final and there are no additional appeal rights to pursue.

G. Appeal Process following Expulsion

Given the serious nature of expulsions, Haskell has established specific procedures for the appeal of an expulsion.

1. If a student appeals an expulsion, the appeal will be referred to a Student Appellate Board. The student has five (5) business days from receiving notice of expulsion to file an appeal with the Student Conduct Administrator. The Student Conduct Administrator is responsible for convening the Student Conduct Committee and shall preside as the chair during the review hearing.
2. The Student Conduct Administrator shall schedule a review hearing after receiving an appeal and the student will be notified through campus mail. Such notice shall contain:
 - a. A specific statement of the violation(s) for which the student is being expelled.
 - b. A statement of the time, date, and location of the Student Conduct Committee hearing to review the expulsion.
 - c. A statement specifying the student's right to have an Advocate (or student paid attorney) to assist him/her. A "Release of Information" form must be completed by the Advocate and filed by the student or the Advocate.
 - d. A statement advising that the student may voluntarily waive the right to be present at the review hearing. Such statement shall advise that the student may not be forced to sign such waiver. Failure to report to a Student Conduct Committee review hearing shall constitute a waiver.
3. The Student Conduct Committee shall have access to all materials used at the hearing that resulted in an expulsion order, including audiotapes of the proceeding. Additional material(s) provided by the student shall be allowed.
4. The Student Conduct Committee shall issue a decision. The Student Conduct Committee may uphold the expulsion; reverse the expulsion and order other appropriate sanctions; or, on a finding of serious procedural error below, reverse the expulsion and remand the case to the Student Conduct Administrator for further proceedings.
5. The Student Conduct Administrator shall notify the student in writing of the Student Conduct Committee's decision.
6. The Student Conduct Committee's decision is a final decision.
7. Students expelled from Haskell forfeit their right to attend Haskell. They may not return to Haskell and are not permitted to be on campus grounds or in buildings without permission from Haskell's President.

H. Personal Safety during the Student Conduct Process (Affected Person's Rights)(25 C.F.R. 42.9)

In formal disciplinary proceedings, each school must consider affected person's rights when appropriate.

(a) The affected person's rights may include a right to:

- (1)** Participate in disciplinary proceedings either in writing or in person;
- (2)** Provide a statement concerning the impact of the incident on the affected person; and
- (3)** Have the outcome explained to the affected person and to his or her parents or guardian by a school official, consistent with confidentiality.

(b) For the purposes of this part, the affected person is the actual affected person, not his or her parents or guardians.

The decision maker may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Complainant, Respondent, and/or other witness during the hearing by providing separate facilities, by using a visual screen, and/or by permitting participation by telephone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the Director of the Office of Student Conduct. Students should contact the Title IX Coordinator Tonia Salvini at Pushmataha Hall for a listing of affected person's rights.

I. Major/Minor Violations

Major Violations - Major violations will be adjudicated by the Student Conduct Administrator.

- Substance Abuse pg. 17
- Weapons pg. 18
- Haskell Property pg. 18
- Haskell Policy, State, and Local Laws pg. 17
- Intimidation pg. 17
- Violence pg. 17
- Harassment pg. 19-20
- Sexual Misconduct pg. 19
- Fire Safety pg. 20
- Haskell Property pg. 18
- Cooperation with Haskell employee pg. 21
- Cooperation with Students pg. 22

Minor Violations - Minor violations will be documented by the Housing staff.

- Residential Halls Violations (visitation and room checks) pg. 19-20

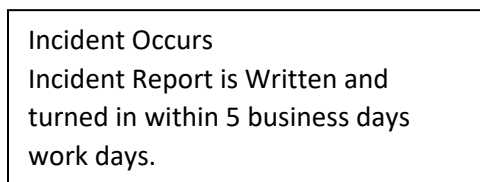
STUDENT NOTIFICATION PROCEDURE (Minor Violations): The following procedure will apply to students who are found in violation of the visitation and room check procedure.

First offense- written Student Notification warning is presented to the student. A copy is forwarded on to the Student Life Director.

Second offense- \$25.00 fine and 10 hours community service (In order for a violation to be considered at 2nd offense, the staff must include a copy of the first offense notification along with the incident report)

Third offense- eviction

Haskell University Conduct Flow Chart



J. Sanctions

A decision maker has discretion to impose disciplinary, educational and/or restorative sanctions for a violation.

Disciplinary Sanctions

Warning and Probation- A notice in writing to the student that the student is found to have violated specific Haskell regulations and that more severe disciplinary sanctions may be imposed if the student is found to violate Haskell regulations during the designated probationary period.

2. Notice to Vacate: A Notice to vacate means that a student must vacate their residential hall.

Typically a Notice to Vacate (NTV) is in place for one year of the issuance.

3. Loss of Privileges- Denial of specified privileges for a designated period of time.

4. Loss of Good Social Standing- Loss of Good Social Standing bars the student from being an officer in a student organization or representing Haskell. It is regained once other sanctions are completed.

5. Fines- Previously established and published fines may be imposed.

6. Residential Hall Removal- This may be either temporary or permanent. Temporary removal is separation of the student from the residential halls for a definite period of time, after which the student is eligible to return. Conditions for return must be

specified under a temporary removal. Permanent removal is a permanent separation of the student from the residential halls with no eligibility for return. Conditions for return will not be specified under a permanent removal since the student is ineligible to return.

7. University Removal- This may be either temporary or permanent. Temporary University Removal is separation of the student from Haskell for a definite period of time, after which the student is eligible to return. Conditions for return must be specified under a temporary removal. Permanent removal is a permanent separation of the student from Haskell with no eligibility for return. Conditions for return will not be specified under a permanent removal since the student is ineligible to return. A student that has been removed will automatically receive a notice of trespassing if the student is found to enter or loiter on Haskell premises without prior authorization from Haskell's President.

8. Revocation of Admission and/or Degree- Admission to or a degree awarded from Haskell may be revoked for fraud, misrepresentation, or violation of Haskell standards for obtaining the degree or for other specified violations committed by a student before graduation. Revocation of admission and/or degree may be coupled with temporary or permanent University banishment.

9. Withholding Degree- The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Code of Student Conduct, including the completion of all sanctions imposed.

10. Loss of Organizational Recognition: Student organizations that violate the Code of Student Conduct may lose their status as a student organization.

11. "No Contact Order" - A "no contact order" may be imposed to prohibit a student from being in contact with another student or Haskell employee. This includes personal, electronic, postal, or any other types of contact. The no-contact order may be temporary or permanent.

12. Guest Restriction: A student may be restricted from hosting guests in the residential halls if the student violates the guest policy. The guest restriction may be temporary or permanent.

Educational Sanctions

1. Reflection Essay: A reflection essay may be assigned to help a student reflect on what choices he or she has made to get into a situation, what he or she could do instead to avoid situations like this in the future, and what he or she learned in this situation. The essay cannot serve to blame others for the actions of the student. Length will be assigned by the Student Conduct Administrator or Housing staff.
2. Policy Review: A policy review may be assigned in order to help students understand the motivation behind the Code of Student Conduct. In this essay, the student must reflect on why the policies he or she violated exist in Code of Student Conduct and what would happen if the policy did not exist. The review cannot be used to argue against the Code of Student Conduct. It is meant to challenge the student to think from many perspectives. Length will be assigned by the Student Conduct Administrator or Housing staff.
3. General Essay: A General Essay may be assigned about any topic the Student Conduct Administrator deems appropriate for the violation. Length will be assigned by the Student Conduct Administrator or Housing staff.
4. Interview: An interview with a relevant campus resource may be assigned to help the student learn from this situation and relevant campus resources. The length and number of questions will be assigned by the Student Conduct Administrator or Housing staff.
5. Flyer: An 8.5"x11" flyer about the violations committed may be assigned in order to help the student better explain a policy and to educate the Haskell or residential hall community about the violation.

Restorative Sanctions

1. Letter of Apology: A letter of apology will be assigned as a sanction when the student showed disrespect to other members of the Haskell community. The letter must be sincere and will be reviewed by the Student Conduct Administrator before it is delivered.
2. Community Connection Activities: Community Connection hours will be assigned to help the student to repair harm done through his or her actions, but more importantly will help the student find better connections to help the student be successful at Haskell. The Student Conduct Administrator will assign the specific location where hours are to be completed and specify a date by which the community connection hours must be completed.
3. Recommended Counseling: Counseling will be recommended in writing to students for assistance in resolving any potential mental or emotional issues. The recommendation will be maintained in the student's file.
4. Haskell Chemical Abuse Prevention Program (HCAPP): HCAPP or another licensed and/or certified Alcohol Assessment program will be required of students for severe alcohol violations. This program assists students in understanding if they have problems with alcohol.
5. Conference: A conference between the person harmed and the person who violated the Code of Student Conduct will be assigned in cases where the person harmed agrees to have a conference with the student who violated the code. The main objective of a conference is to have the student who violated the code understand how his or her choices have affected others.
6. Restitution- Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
7. Haskell Mental Health Assessment (HMHA) - HMCA or another licensed and/or certified mental health assessment program will be required of students for severe incidents involving violence and

other threatening behavior. This program assists students in understanding if they have problems with anger management, and/or patterns of behaviors associated with violence.

K. Emergency Suspension

Any action to separate a student from the campus before a hearing is known as emergency suspension. An emergency suspension can only come from the Student Conduct Administrator. The forms for the Emergency suspension can be found on the website under the Student Conduct Office. There are three levels of Emergency Suspension. Please refer to page 94 for more information.

The emergency suspension may be imposed only: a) to ensure the safety and wellbeing of members of the Haskell community; b) to ensure the student's own physical or emotional safety and wellbeing; or c) if the student poses an ongoing threat of serious disruption of, or interference with, Haskell's normal operations.

During the emergency suspension, a student shall be denied access to the residential halls and/or to the campus (including classes), food service, community activities and all other Haskell activities or privileges for which the student might otherwise be eligible, as the Student Conduct Administrator determines to be appropriate.

L. Trespassing Procedures

A temporary, interim, or permanent "University Banishment" order will include a "no trespassing notice." The notice shall state that (a) the student will be charged with trespassing if he or she is found to enter or loiter on Haskell premises without prior authorization from Haskell's President and (b) Haskell will notify local, state or federal law enforcement units to enforce the law if the student violates a "no trespassing notice." The "no trespassing notice" will expire when the "University Banishment" order is lifted, expired or dismissed.

Similarly, a temporary, interim, or permanent "Residential Hall Banishment" order will include a "no trespassing notice." The notice shall state that (a) the student will be charged with trespassing if he or she is found to enter or loiter on the residential hall premises without prior authorization from Haskell's President and (b) Haskell will notify local, state or federal law enforcement units to enforce the law if the student violates a "no trespassing notice." The "no trespassing notice" will expire when the "Residential Hall Banishment" order is lifted, expired, or dismissed.

M. Diversion

The Office of Student Conduct for Haskell Indian Nations University has established the following guidelines for the Diversion Application process. This program is a service that is available only once during a student's enrollment at Haskell, and is designed to be a learning experience for students to help them be successful in their educational endeavor.

Diversion is a privilege and not a right. No presumption in favor of diversion exists in any case, and the burden of proof rests with the student to establish that a diversion agreement will best serve the student, the interests of the university, public safety and the rights of the victim(s).

In determining whether to grant a diversion, the Student Services Department will consider whether the student demonstrates a genuine sense of remorse and is prepared to acknowledge the offense(s) charged and accountability for consequences for his/her actions. Other factors to consider are the nature of the offense and the circumstances surrounding it, the probability that the student will cooperate and benefit from the program, the impact of diversion of the student on the university, the recommendations of the involved parties and that of the victim(s), the amount of restitution/damages which is owed, and any mitigating and aggravating circumstances surrounding the incident/offense.

It is not required that the student have a representative for the purpose of the diversion. However, each student has the right to secure counsel and have him/her represent them through the application process. If the student chooses to hire an attorney or seek legal advice, those costs are assessed to the student.

Eligibility

The Office of Student Conduct will consider a number of factors in determining whether or not diversion is appropriate, which shall include but not be limited to the following:

Prior offense(s) and nature of incident.

Academic standing.

Recommendations or letters of support.

Letter of intent by student.

Completed application and all materials related to application received in timely manner.

It is presumed by these guidelines that a diversion is NOT appropriate in the circumstances that follow:

If the student has been found in violation of a substance abuse offense within the last five years.

If the incident involved violence and/or weapons that resulted in arrest.

If the student was placed on emergency suspension as a result of the incident.

If the student received any prior diversions or has pending incident reports not including matters covered by this application.

If the student has been suspended from residential housing within the last five years.

If the student had an incident report processed through Office of Student Conduct.

Procedures

The student must attend all conferences set by the Office of Student Rights in regards to the application process. During the initial conference regarding the incident report a determination will be made as to the disposition of the incident. If the student meets the eligibility criteria an application may be obtained and the diversion process initiated. The student will be need to complete the diversion application within 5 working days of formal adjudication, all necessary documents and materials must be submitted with the application. Partial applications will not be accepted.

Assessments

If the incident involves alcohol or drugs, the student may need to obtain an alcohol or drug evaluation from the Haskell Health Center prior to a final decision.

If the incident involves violence, the student may be required to obtain an anger management assessment which may be done through the Haskell Health Center.

Notification of the application's approval or denial will be issued to the student during a conference to be set by the Student Services Department. In the event the application is denied, due process will continue for the offense.

Requirements

Once the student has been notified of the approval of the application, an appointment will be set for the student to review the requirements and conditions of the diversion.

If an assessment was required, the recommendations of the assessment must be completed fully by the student as prescribed.

Monitoring of academic progress by student and Office of Student Rights, or designee.

Establish individualized plan for monitoring.

Failure to adhere to conditions and requirements, or a second report involving substance abuse or similar offense will end diversion and loss of residential housing will be immediate with no appeal process.

Failure to comply or any requests for extensions will result in the doubling of the fines and community service hours.

Diversion provides an opportunity for students to maintain Good Social Standing and remain eligible for housing. Students may participate in a drug or alcohol treatment program while fulfilling the sanctions for violating the Substance Abuse Policy. For more information please turn to page 37.

NOTE: If a student is in an Honor Residential Hall and violates the Substance Abuse Policy and/or Violence Policy, he/she will have to vacate immediately and move to a regular residential hall. The Haskell Chemical Abuse Prevention Program (HCAPP) and/or Haskell Mental Assessment (HMHA) may be utilized. Students can choose to use other certified and/or licensed diversion programs at their own expense. Failure to complete a diversion program will result in an immediate "Notice to Vacate" a residential hall and the student will no longer be considered in Good Social Standing. All sanctions must be completed before the student is considered to be in Good Social Standing once again.

Student will need to apply for a diversion, and have that request granted in order to secure it as an option. The Student Conduct Administrator will review all diversion applications and make a determination to approve, or deny. Failure to complete application process, or having the diversion application denied can result in eviction from housing, a notice-to-vacate being issued, or other consequence deemed appropriate.

Application includes:

Completed Diversion Application

Personal Statement

Letter of Support from Instructor

A diversion application needs to be filed within 5 working days of formal adjudication.

Student Life – senate, clubs, workout, athletics and intramurals, purple threads

Residential Life – living in community, the halls, the rules

VIII. Residential Life Policies

A. Authority to Enter Rooms

Residential hall staff or other non-law enforcement employees may enter rooms for several reasons as described below. **As a courtesy**, these officials will knock and will identify themselves and verbally request entry before entering the room. Not hearing a knock or verbal request to enter is not a viable defense in disciplinary proceedings.

1. For reasonable suspicion that a violation of the Code of Student Conduct or local, state, or federal law has occurred in the room or that evidence of the violation is in the room (see details below).
2. For emergencies such as fire drills.
3. For pre-announced health and safety checks.
4. For maintenance requested by the student or pre-announced requests by staff for maintenance work.
5. To conduct room inspections every two weeks.
6. To accompany a police officer who has a search or arrest warrant.
7. To ensure the safety of the student or others, if there is no response to the staff's knock or verbal request to enter.

B. Search and Seizure in Student Rooms

General Procedures: These procedures apply when Residential Hall staff and other Haskell officials enter a room because of an emergency, or for a room check (every two weeks), or to determine the location of a repair job.

1. Residential Hall staff and other Haskell officials shall use prudent judgment to determine if Security should be present.
2. Illegal items in "plain view" shall be seized.
3. Violations of the Code of Student Conduct that are in "plain view" shall be written into an incident report.
4. Care shall be taken to ensure that the student's room is left in the same shape as it was found.

Procedures Related to Search Based on Reasonable suspicion of Violation of the Code of Student Conduct: Residential Hall staff and other Haskell officials have authority to search a room when there is reasonable suspicion that a violation of the Code of Student Conduct has occurred and there is reasonable suspicion that evidence of the violation will be found in the room. Reasonable suspicion: A school official must have specific and articulable facts or inference, obtained from either personal observation or a reliable informant, that leads him/her to conclude – based on his/her experience the

totality of the circumstances – that the search will lead to a discover of a violation of the Student Code of Conduct.

1. Residential Hall staff and other Haskell officials shall use prudent judgment to determine if non-law enforcement staff should be present. Upon entering, if occupants are present, the occupants must be informed of the intent to search the room.
2. The article/item must be defined before a search begins. (i.e. alcohol, drugs, weapons, etc.)
3. After beginning the search, an illegal item in “plain view,” even if unrelated to the purpose of the search, shall be seized and included in the incident report.
4. The area to be searched is the area where the article could be found. For example: if the article was a jacket, only those spaces of the student’s room where a jacket could be found can be searched; e.g., closet, under the bed, suitcases; however, the search cannot extend to a small purse or makeup cases.
5. Care shall be exercised to leave the room in the same shape as it was found.

Procedures Related to reasonable suspicion Search for Lost or Stolen Property:

If there is reasonable suspicion to believe that a room contains lost or stolen student or Haskell property, the following procedure is to be followed to locate the property and to return it to its owner.

1. The Vice President of University Services may authorize Haskell officials with Reasonable suspicion to search the room after a reasonable attempt is made to inform the student whose room is being searched and to have the student present for the search.
2. Residential Hall staff and other Haskell officials shall use prudent judgment to determine if non-law enforcement should be present. Upon entering, if occupants are present, the occupants must be informed of the intent to search the room.
3. The complaining party must clearly identify the property before the search begins.
4. The complaining party must request the particular room(s) to be searched or name(s) of residents whose rooms are to be searched. A BLANKET SEARCH OF A RESIDENTIAL HALL OR WING IS NOT ALLOWED.
5. The area searched is the area where the article likely could be found. If the article was a jacket, only those spaces of the student’s room where a jacket could be found can be searched; e.g., closet, under the bed, suitcases; however, the search cannot extend to a small purse or makeup cases.
6. After beginning the search, illegal items in “plain view,” even if unrelated to the purpose of the search, shall be seized and included in the incident report.
7. Care shall be taken to ensure the student’s room is left in the same shape as it was found.
8. Violations of the Code of Student Conduct that are in “plain view” shall be written into an incident report.
9. In the event the searched-for contraband is found, it will be held in the Security Office until the matter is disposed of.

C. Search of Belongings

Scope of Policy

This policy concerns search of a student's belongings by Haskell officials in the residential hall or anywhere on campus grounds. **This policy does not cover room searches or searches of vehicles.**

Procedure

1. No Haskell employee shall search a student's personal belongings unless there is reasonable suspicion based on the five senses to believe that a student has items subject to confiscation in a closed container, belongings, etc.
2. Examples of where there is **not** reasonable suspicion:
 - a. Sound of cans, bottles, visual shape of cans, bottles in back pack, purse, bag, etc.
 - b. Prior substance abuse write-ups
 - c. Walking to or from a known drinking area with a bag, backpack or purse
 - d. Walking across campus late at night with a bag, backpack, etc.
3. Examples of reasonable suspicion:
 - a. Odor of alcohol clearly emanating from the bag, purse, backpack
 - b. Clear view of beer can or other alcohol container through clear or slightly opaque bags evidenced by a name brand, labels and/or color of can or bottles clearly identified to be that of a known brand
 - c. Open container of liquid smelling of alcohol
 - d. Combinations of the above
4. The Student Conduct Administrator will dismiss incident reports where there are violations of a student's right of privacy.
5. A request to search an item (back pack, purse, bag, luggage) may be done with phrases, "May I have your consent to search (item such as backpack, purse, etc.)?" If a student refuses and there is not reasonable suspicion, a search cannot be conducted.

D. Visitation and Guests

Hosts and visitors who violate the Residential Halls visitation policy and other visitation conditions will be subject to Haskell disciplinary process. Non-student visitors may be subject to formal charges under local, state, or federal law.

Visitation Hours will be:

Sunday through Thursday 12 p.m. – 12 a.m.

Friday and Saturday 12 p.m. – 2 a.m.

Holidays 12 p.m. – 2 a.m.

Spring Break 12 p.m. – 2 a.m.

E. Frequently Asked Questions about Visitation

1. Who is a Visitor?

A visitor is any individual who is not a resident of the residential hall visited or occupant of the room visited.

2. What if I live in a Co-ed hall?

Residents of co-ed residential halls also have to abide by "inter-visitation"

rules.

3. What is “inter-visitation” and are there specific rules?

This term is used to describe visitation between/among residents of that specific co-ed hall. Co-ed hall residents must not only adhere to the rules of visitation but also follow “inter-visitation” regulations. Students residing in co-ed housing may visit in their residential hall without signing the visitation logbook during the designated time for visitation. Residents in co-ed halls are not allowed to be on wings/floors/rooms or study areas before and/or after visitation hours or in areas delegated to members of the opposite sex.

4. What do I need to do to sign in the visitor?

Present your Haskell Student Identification card to staff. Staff will secure and return it after **you** have signed out your visitor.

5. Where can I take my visitors once they are signed in?

Visitors may visit in the floor lounges and, with the consent of roommate(s), in the private room of a student.

6. Are minors allowed to visit?

Under state law, minor children are those under the age of eighteen (18). Minor children are not permitted in residential halls without the supervision of parents, legal guardians or other appropriate adult supervision.

F. Visitation Shall Be Governed by the Following Stipulations:

1. Student Services will poll students and determine those who prefer visitation and those who do not. From this data residential halls and residential hall wings will be identified for visitation or not. Student Services will assign students based upon their preference to the maximum extent practical.
2. All student-hosts and visitors shall be required to abide by the Code of Student Conduct and residential rules related to hours of visitation, areas in which visitation is allowed and procedures for visitation.
3. The student-**host** shall be responsible for his/her visitor’s behavior. **The** student-host must escort their visitors at all times.
4. **Every visitor** must be **checked/signed in** at the residential hall’s office before visitation and **checked/signed out** when leaving. Students currently enrolled at Haskell will leave their Haskell identification card when checking in to visit and may retrieve their Haskell identification card upon leaving. Non-student visitors will be required to be signed in by student-host. **Student-hosts** are responsible for checking/signing in visitor(s).
5. All visitors are required to enter through the main (front) entrance of the residential hall.
6. Residential hall staff have the authority to make reasonable decisions on who should/should not be in the residential hall subject to due process for currently enrolled students.
7. For purposes of this section, sleeping areas are defined as individual rooms and corridors/hallways adjacent to individual rooms. Common areas are defined as TV rooms and lounges.
8. Failure to adhere to or abide by this or other Residential Housing policies for visitation will result in disciplinary action, which could include an official warning and/or incident report.

9. Non-Students who continually violate residential rules and/or campus rules may be subject to criminal trespassing charges and/or banishment from the campus. (Also see Residential Housing Policies and Procedures Handbook).

G. Prohibited Items in the Residential Halls

Due to fire hazard, safety, and energy use, the following items are prohibited while in the residential halls.

- More than one refrigerator per room.
- Any appliance with an open heating coil.
- Broiler ovens, toasters/toaster ovens
- Alcohol
- Candles, incense, candle warmers
- Air fresheners ("Sensies")
- Four-way or cheater plugs
- Any type of extension cord without breaker
- Sun or heat lamps
- Any appliance not clearly marked as U/L approved
- Tacks or nails in walls or ceilings
- Electronic items that cause electrical outages
- Contact paper on walls/furniture
- Any type of grill
- Electric blankets
- Electric sauce pans
- Laser pointers
- Halogen lamps
- Hot plates
- Space heaters
- Paint ball, BB-guns, or other weapons
- Oil popcorn poppers
- Flammable liquids and chemicals
- Cut Christmas trees or boughs
- Extension cords
- Firearms and fireworks
- Hookahs

H. Other Policies

The following are general regulations common to all of the residential halls. Students violating these regulations are subject to the disciplinary process.

1. Authority of Staff to Enter Rooms – See Authority to Enter Rooms
(Section II Authority to Enter Rooms p. 13).

2. Baby-Sitting: Baby-sitting is not allowed in the residential hall.

3. Checkout Items: Student identification cards shall be left with residential hall staff to ensure the return of items checked out from the office.

4. Door Opening Charge: All requests to open doors will be \$3.00. Student doors will be opened two (2) times before they are required to buy another key.

5. House Meetings: Attendance at the initial house meeting each semester is mandatory. Failure to obtain attendance by 75% of residents will result in no visitation privileges for all residents until after the first successful meeting is held. In addition, the Residential Housing Supervisors will host House Meetings to provide information related to changes in policy or other areas of concern for students and staff.

6. Laundry: Clothes may not be left unattended while doing laundry. The University is not responsible for lost or stolen articles. Doing laundry of non-residents is prohibited. Any student unauthorized to use the laundry facilities will be automatically charged for the residential hall fee.

7. Leave: Residents shall sign out when leaving for holiday and/or long weekends or any extended leave of absences.

8. Paging and Intercom: Paging in the residential halls will be allowed only during the hours of: Monday through Friday- 8 a.m. to 10 p.m., Saturday & Sunday – 10 a.m. to 10 p.m.

9. Pets: No pets are permitted in the residential halls including, but not limited to, fish, reptiles, birds, gerbils, spiders, and insects. Students will be responsible for removal of pets from the residential hall and for any damages caused by pets. Every individual with a disability has the right to be accompanied by a guide dog, signal dog, or service dog, trained and certified for the purpose. However, the individual shall be liable for any damage done to the premises or facilities by his/her dog. Guide Dog means any guide dog or Seeing Eye Dog that was trained and certified by a licensed person. Signal Dog means any dog trained or certified to alert a deaf person, or a person whose hearing is impaired, to intruders or sounds. Service Dog means any dog trained and certified to do work or perform tasks for the benefit of an individual with a disability, including but not limited to, minimal protection work, rescue work, pulling a wheelchair, or fetching dropped items.

10. Proper Use Of Entrances: The back and side entrance(s) will be locked at 10:00 P.M. The front entrance will be used to enter and exit the building after these hours. The front entrance will be locked on Monday-Friday at midnight and Saturday and Sunday at 2:00 A.M. Staff is available to open the front entrance after closing hours. The use of other entrances after those times is a code violation. Windows are not to be used to get in or out of a building except for life-threatening situations. Use of windows for entrance or exit in other situations is a code violation. Identification may be requested by staff to assure residency within the hall.

11. Public Displays: Public displays of behavior such as fondling,

passionate kissing and exposure are potentially embarrassing to other students. Visitors may lose visiting privileges if they do not properly respond to official warnings received.

12. Quiet Hours: The observance of quiet hours in all residential halls will begin at 11:00 P.M. and end at 11:00 A.M. Each residential hall will decide quiet hours during holidays and spring break sessions.

13. Residential Room Keys: Each student will be assigned a key to his/her residential hall room. If this key is lost or stolen, residents are responsible for reporting the loss immediately to the Residential Hall staff. Replacement keys will cost \$25.00. Entry/room doors should be locked at all times to secure valuables and enhance individual safety. The University is not responsible for lost or stolen articles. Student must present a receipt from the Business Office to the Residential Hall staff before a key is given to the student. If a key is not available from the locksmith, the student will not be charged until the key is received. All funds collected will be transferred to the House Council account of each respective hall.

14. Room Clearance: Students are expected to check out of residential halls and follow procedures that include, but are not limited to, clean room/bathroom, return of key and payment for damages and repairs to room. Failure to do so may result in an assessment of charges to cover such costs.

15. Study Room: The study room is available 24 hours a day and is to be utilized for STUDYING ONLY (See inter-visitation in Code Violation). Eating or smoking is not allowed nor are radios or stereos permitted, unless using earphones and audio material is related to study material. Non-residents may study with a resident within the designated visitation hours and must sign in.

16. Telephone Use: The office phone is for official use only. Only emergency calls and official calls will be allowed from the office phone. No collect calls shall be accepted from any University telephone. All travel arrangements will be made on the public telephone.

17. Tobacco (Any products): Use of smokeless tobacco, snuff, and Cigarettes (including e-cigarettes and other vapor products) are prohibited in residential hall. Use of these product(s) is a Code violation (See Fire Hazard Code in Code Violation Section).

18. Room Inspections: Housing reserves the right to conduct room inspections every two weeks to ensure a level of cleanliness, order, and safety are maintained.

19. Harboring: Harboring a person, such as a current student or a student who has been suspended from the dormitories or even a former student expelled from Haskell, or other person who has been evicted/barred for disciplinary reasons is prohibited.

Dining – Curtis Hall

Transportation – in Lawrence, parking, vehicle storage

General Regulations

Haskell is authorized to establish campus parking and traffic regulations and to provide parking fines and penalties for infractions of these regulations. Any motorized vehicle, including motorcycles, operated on Haskell property is subject to all campus parking and traffic regulations.

These regulations have been promulgated for the safety, welfare, and health of students, employees, and visitors and to govern traffic on campus. The operation and/or parking of any vehicle on Haskell property is a privilege, not a right.

Vehicle Registration:

All privately owned motorized vehicles operated by Haskell students and employees on Haskell property must be registered at the time of enrollment, employment and/or acquisition. The following information is required to register a motorized vehicle: Name, address, vehicle year, vehicle make, vehicle color, license tag number, and state in which vehicle is registered.

A registration decal will be issued which must be affixed to the inside lower driver side windshield. There is no cost for the initial decal; however, **replacement decals are \$20.00** payable at the University Business Office.

Any students or employee's motorized vehicle not registered with the University Parking and Traffic Office will be subject to ticketing and towing.

Responsibility for Vehicles

Any person operating or parking a vehicle on campus shall be fully responsible for that vehicle and its contents. An individual shall be held responsible for violations by a vehicle registered to him/her either through Haskell registration or tracing through the state Motor Vehicle Department, regardless of the operator at the time of the violation. There will be a \$20 fee if a trace through the Motor Vehicle Department is necessary.

Notify Parking and Traffic if a registered vehicle is sold. If the vehicle remains on campus, any fines or fees incurred will be charged to the person on record and registered with Parking and Traffic.

Regulations – Hours in Effect

Regulations are in effect 24 hours a day and 365 days a year. All parking spaces are available for "open" parking between 5:00pm and 7:00am, except parking for the physically impaired, fire lanes, and where otherwise posted.

Parking

Subject to modification, the parking permit classifications and parking privileges are shown below. **All zones have color coded signs.**

GOLD/YELLOW Student Parking Permit is valid in all **Green** areas, except for spaces designated for the physically impaired, visitors parking, loading zones, fire lanes, roadways, and other marked and designated “no parking” zones.

PURPLE Employees Parking Permit. Valid in all **Blue** and **Green** areas except for spaces designated for the physically impaired, visitors parking, loading zones, fire lanes, roadways, and other marked and designated “no parking” zones.

Open Parking Lots

There are two large open parking lots on campus. The lots are located at Coffin Complex and the Cultural Center.

Visitor Lot

The visitor lot is located in the center of campus, between Tecumseh Hall and Hiawatha Hall. Visitors may also park in any open parking lot. A sign indicating either “visitors only” or “visiting staff” is not considered open parking.

Parking for the Physically Impaired

Certain parking spaces have been designated for the physically impaired. Parking in those spaces is reserved for individuals whose vehicle displays either:

- A. A specially issued license plate displaying the international symbol of access to the physically impaired.
- B. A specially issued state identification card with the international symbol of access to the physically impaired clearly displayed in the vehicle.

The permit is only valid for the individual to whom the tag is issued and that individual must be an occupant of the vehicle.

Persons desiring special parking consideration because of permanent disability are advised to obtain a Parking Permit for the Physically Impaired by making application at the State of Kansas, Department of Motor Vehicles.

Prohibited Parking

Parking violation notices may be issued to all vehicles, including GSA, and vehicles may be immobilized and/or removed from campus for:

- A. Double parking or in streets or roads
- B. Parking on sidewalks or grass
- C. Parking in service roads or restricted areas
- D. Parking across drive entrances or sidewalk crossings

- E. Parking outside of marked parking spaces and/or taking up two spaces
- F. Parking in fire lane/fire hydrant zones
- G. Parking over length/oversize vehicle without permit
- H. Parking in an area designated by signs and/or curb markings as a “no parking” zone
- I. Parking in a lot or space for which vehicle is not permitted
- J. Unauthorized parking in physically impaired parking zone
- K. Blocking vehicles, roadway, or trash containers
- L. Parking in an area designated by signs as “visitors only” or “visiting staff only”

Parking of Large Vehicles

Over-length or oversized vehicles, such as buses, trucks, and campers cannot be parked in regular parking spaces. Visiting groups and charter buses may arrange for a special parking assignment and permit with the Parking and Traffic Office.

Overnight Camping or Sleeping

Parking for camping or overnight sleeping in vehicles is prohibited. Designated personnel conduct periodic patrols of the campus in an effort to safeguard all vehicles from vandalism and to protect the health and welfare of any vehicle occupants. The personnel conducting the security patrols are authorized to remove any student, staff or faculty found loitering or sleeping in the parking areas.

Vehicle Storage

All student motorized vehicles on Haskell property must be removed from the campus 72 hours after the closure of residential halls at semester’s end. Any individual violating these policy guidelines will have his/her vehicle removed from the campus by commercial vendor at the student’s expense.

Permission for vehicle storage over the Christmas Holiday period must be obtained from the Parking and Traffic Office. All vehicles stored on campus must be parked in the Blalock Hall parking lot(s) during this period.

Employees’ motorized vehicles may not be stored on campus with the exception of those employees on official travel, business, or by permission from the Parking and Traffic Office. Any individual violating these policy guidelines will have his/her vehicle removed from the campus by commercial vendor at the owner’s expense.

Abandoned Vehicles

A vehicle will be considered abandoned if it appears to be un-drivable (i.e. flat tires, broken windows, damaged, etc.) and has not been moved for five or more days. Vehicle owners will be notified by mail stating the date the vehicle must be moved. If the vehicle is not moved or proven to be drivable, the vehicle will be removed from the campus by commercial vendor.

Fines

Payment of fines for Parking Violations

A fine of **\$50.00** shall be charged for parking without authorization in parking areas for the physically impaired, parking on the patio of the Coffin Sports Complex, and parking in fire lanes/fire hydrant zones.

The traffic circles located at Roe Cloud, Osceola/Keokuk, and Winona-Pocahontas Hall are designated as fire lanes, as well as the area north of Coffin Complex. A fine of **\$25.00** shall be charged for all other prohibited parking or for operation of a motor vehicle contrary to the provisions of these regulations.

In the event that there is more than one violation on a parking violation notice, the secondary fine(s) will be **\$10.00** each. Such fines are due and payable at the University Business Office within ten (10) school days following the date the citation is issued.

Late Payment of Parking Violation Fines

If the parking violation fine is not paid within ten (10) school days following the date the violation is issued, a late payment fee of \$10.00 for a physically impaired parking zone violation and \$5.00 for all other prohibited parking or traffic violations shall be assessed on the eleventh school day and thereafter.

Student Parking Violation Fines – Failure to Pay

Students with unpaid parking violation fines at the end of any fall, spring, or summer semester shall not be permitted to re-enroll, graduate, or transfer, and a “hold” shall be placed on the student’s transcript or transfer records until such fees are paid in full.

Employee Parking Violation Fines – Failure to Pay

Employees with unpaid parking violation fines shall be subject to administrative review. If, after administrative review, fines remain unpaid, the vehicle will either be immobilized or removed from the campus by a commercial vendor. An immobilized vehicle may be recovered by obtaining a release from the University Business Office, which will be issued only upon payment of a \$25.00 fee for the removal of the wheel lock and payment of all outstanding fines.

Excessive Unpaid Parking Violations

Excessive unpaid parking violations exist whenever three or more parking violation notices have been posted to the record of the vehicle’s registered driver. Vehicles will be subject to immobilization or removal from campus.

Towing and Impoundment of Vehicles

Vehicles may be towed from the campus or immobilized by a wheel lock at any time if they interfere with the efficient operation of the traffic and parking on the Haskell campus or if they are parked in an area not specifically designated for or designed as a parking area. All charges for commercial towing and/or storage are the responsibility of the registered owner. An immobilized vehicle may be recovered by obtaining from the University Business Office a release which will be issued only upon payment of a \$25.00 fee for the removal of the wheel lock and all unpaid fines levied for parking violations posted to the registered owner.

Vehicle Operation

The provisions of the state highway traffic code, Chapter 8 of the Kansas Statutes Annotated (K.S.A. 8-2001) and the Standard Traffic Ordinance for Kansas Cities are applicable to the operation and condition

of motor vehicles operated on the University campus except as may be otherwise provided for in these regulations.

Haskell is within the city limits of the City of Lawrence. The Lawrence Police Department and Douglas County Sheriff's Office have the authority to enforce all traffic laws of the State of Kansas and any general ordinances of the City of Lawrence on the University campus.

Vehicles, Pedestrians and Bicyclists

Vehicles shall stop and/or yield to all pedestrians and bicyclists on all campus roadways and crosswalks.

Vehicle Speed Limits

All vehicles shall be driven prudently and not in excess of **20 MPH** on the streets and roads on the University campus. Except as may be otherwise posted, speed limits for vehicles operated in the University parking lots shall not exceed **10 MPH**.

Vehicle Operation – Prohibited Acts

The following is prohibited and may be subject to ticketing:

- A. Driving over the curbs or sidewalk
- B. Driving on grass or seeded areas
- C. Driving in excess of the speed limits
- D. Reckless Driving or speeding
- E. Failing to yield to a pedestrian in a crosswalk or at an intersection
- F. Failure to stop at a posted stop sign
- G. Driving in violation of the provisions of Chapter 8 of the Kansas Statutes Annotated

Note: Delivery and/or service vehicles must notify the Parking and Traffic office before driving or parking in non-designated parking areas for loading or unloading purposes.

Reporting of Accidents

Any accident involving a motor vehicle on the Haskell campus should be reported to the Lawrence Police Department which has jurisdiction over all accidents occurring within the City of Lawrence. A report of an accident should also be made to the Parking and Traffic Office.

Appeals

A parking citation may be appealed in writing within 10 calendar days of receipt of the ticket. Forms may be obtained in the Parking and Traffic Office or in the Outlook Public Folders under "Safety Information."

Career services and alumni

Mission statement: To engage students and alumni with Career Services to expand their current network and connect with alumni to gain valuable skills to apply towards your professional career.

Career Services offers a safe and community-based program that uses both co-curricular and experiential activities to enhance the overall unique Haskell experience.

Our goal is to assist students and alumni to explore the student's career interests using various sources such as personal inventories, career interest inventories, academic interests, and career development resource materials. Career Counseling and guidance are available to all students and alumni.

Internships, workshops, career fairs, and related activities are available to help guide the students to continue their education at Haskell, transfer, enter the job market or further their education at the graduate school level.

Career Services provides the opportunity for the student to expand or develop their resumes, practice mock one-on-one or panel interviews, create their professional interview attire, and accomplish a local and national job search. Graduate School searches are also explored along with recommendations for the GMAT, GRE, LSAT, and MCAT materials and testing processes. Guidance with the graduate school personal statement is also available along with advice on the curriculum vitae.

The student is provided with a checklist of tasks that will advise the student on the career planning process and successful job search strategies.

Complaints/Grievance

X. Student Grievance Process: [Forms12 | Haskell Indian Nations University](#)

SPECIAL NOTE: Conversely, sometimes Haskell students find they are particularly pleased with how something has been handled for them, how they were assisted by a particular staff member, the positive experience they had in a specific class, or some other outstanding thing that happened to them at Haskell. As a student you should know that you are also encouraged to submit a written compliment or note of appreciation through the Vice President of University Services.

Contact Persons and Areas of Concern

Instructors

The instructors are located at:

College of Arts & Sciences- Sequoyah Hall

School of Business Blue- Eagle Hall

School of Education- Parker Hall

They receive concerns about classroom activity, for example: invasion of privacy, grades, not grading papers, excessive canceling of classes, and proselytizing (imposing one's religious belief).

Academic Deans

The Academic Deans are located at:

College of Arts & Sciences- Sequoyah Hall

School of Business Blue- Eagle Hall

School of Education- Parker Hall

They receive less severe concerns that are not initially resolved by Instructors.

Vice President, Academic Affairs

This office is located at Navarre Hall. This office receives concerns not resolved by the Academic Deans.

Director of Athletics

This office is located at Coffin Sports Complex. The Director of Athletics receives concerns about the athletic program.

Office of the Chief Information Officer (OCIO)

This office is located at Pontiac Hall. The Chief Information Officer receives concerns about Computer Services.

Admissions

This office is located at Pushmataha Hall. The Director of Admissions receives concerns about enrollment policies and discrimination in Admissions.

Counseling Center

This office is located at Stidham Union. The Director of the Counseling Center receives concerns about the counseling programs, services or staff.

Financial Aid Office

This office is located at Stidham Union. The Director of the Financial Aid Office receives concerns about financial aid appeals and concerns about office staff.

Food Service Department:

This office is located at Curtis Hall. The Director of the Food Service Department receives concerns about food service, kitchen employees, and student helpers.

Residential Hall Program:

This office is located at Osceola-Keokuk Hall. The Director of Housing receives concerns not resolved by the residential hall supervisors and security personnel concerns.

Residential Hall Supervisor

The residential hall supervisor receives concerns about pest control, Residential Aides, supplies, and physical operation of residential halls.

Student Recruitment/Placement

The Career Planning/Placement & Recruitment Office is located at Stidham Union. The Office supervisors receive concerns about college work study.

Finance Office

The Finance Office is located in Navarre Hall. The main number is 749-8451. The Finance Office receives concerns involving the following services: Business Office, Student Bank, Post Office, and Property & Supply.

Director, Academic Support Center

This office is located at Tommaney Hall. The Director of the Academic Support Center receives concerns about library policies or hours, library staff, unpaid book fines, book orders, tutors, the Learning Center, peer tutors.

Vice President of University Services

The Office of the Vice President of University Services is located in Winnemucca Hall. The telephone number is 830-2753. This office receives concerns not resolved by: Admissions Office, Counseling Center, Financial Aid Office, Food Services, Registrar, Residential Housing Program, and the Office of Student Conduct.

Office of the President

This office is located in Navarre Hall-North. Office hours are Monday-Friday, 8 a.m. to 5 p.m. The telephone number is 785-749-8497. The President's Office receives concerns not resolved by the University Services, Division of Academic Affairs, Director of Athletics, Administrative Services, or Facilities Management.

Campus Student Advocate (Sexual Harassment and Sexual Violence)

Located in Tommaney Library. Students can file a complaint and talk with the Coordinator about concerns involving sexual harassment, sexual assault, and domestic violence.

Office of Civil Right, Public Civil Rights, Washington, DC

No individual, on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, or status as a parent, shall be excluded from participation in, be denied the benefits of, or be subjected

to discrimination in, a federally conducted education or training program or activity. (Executive Order 13160)

If a student believes he or she has been discriminated against because of a violation of Executive Order 13160, he or she may, personally or through a representative, file a written complaint with the Public Civil Rights Office, U.S. Department of the Interior, 1849 C. Street, NW Washington, DC 20240. All written complaints must cite EO 13160, include the complainant's name, address, and phone number, and must describe the alleged discriminatory conduct in sufficient detail to inform the Civil Rights Office as to the nature and approximate date of the alleged violation.

Department of Interior, 1849 C. Street, NW Washington, DC, 20240 (Sloan Farrell, Director, Public Civil Rights 202-208-3455)

Glossary

Definitions

Employees - individuals who are currently employed at Haskell. When an employee resigns or has been relieved of his/her position, without another assignment, his/her parking permit and ID become invalid.

Parking and Traffic Office is under the direction of the Facilities Management Department. The office is located in Winnemucca, Building #118. All questions or concerns and/or appeals should be directed to this office.

Parking Space - a space where an automobile or motorized vehicle can be parked and so indicated by two parallel white stripes on the ground. Refer to the campus map.

Students - individuals who are currently enrolled at Haskell. For Parking and Traffic purposes, one can not be a student and employee at the same time.

University Business Office is located in Navarre Hall, Building #121. All fine payments must be paid at this office.

Visitors - individuals who are not students or employees of Haskell. Visitor parking passes may be obtained from the Parking and Traffic Office and the President's Office located in Navarre Hall, Building #121.

A. Definitions

1. The term "**University**" means Haskell Indian Nations University
2. The term "**student**" means any person taking courses at Haskell either full-time or part-time, pursuing undergraduate, or professional studies. Persons who withdraw after allegedly violating the Code of Student Conduct, who are not officially enrolled for a particular term but who have a continuing relationship with Haskell or who have been notified of their acceptance for admission are considered "students." The term "student" includes any person with respect to whom Haskell maintains education records or personally identifiable information, but does not include a person who has not been in attendance at Haskell for the purpose of academic study.
3. The term "**faculty member**" means any person hired by Haskell to conduct classroom or teaching activities or who is otherwise considered by Haskell to be a member of its faculty.
4. The term "**Haskell official**" means any person employed by Haskell.
5. The term "**member of the Haskell community**" means any person who is a student, faculty member, or Haskell official, as well as any person employed by Haskell or any person living in Haskell residential halls, although not enrolled at Haskell. A person's status in a particular situation shall be determined by the Director of the Office of Student Conduct.
6. The term "**Haskell premises**" means all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by Haskell (including adjacent streets and sidewalks).

7. The term “**organization**” means a group of persons that has been registered and approved by Haskell and that is either:
- a. A registered student organization, which is defined as a group of individuals of which at least 75% of the members are currently enrolled students. The officers of a student organization must be currently enrolled students; or
 - b. A registered campus organization, which is defined as a group of individuals of which at least 75% of the members are from the Haskell community, including currently enrolled students, employees, or spouses of these persons. The officers of a campus organization must be members of the Haskell community as defined in this paragraph.
8. The term “**Student Appeals Committee for Hearings**” means a group of persons authorized by the Student Conduct Administrator to determine appeals after initial adjudication. The Student Appeals Committee can determine whether a student has violated the Code of Student Conduct and to recommend sanctions that may be imposed when a violation has been committed in situations where the Student Conduct Administrator is unable to do so. The Student Appeals Committee for Hearings is comprised of a cross-section of employees and students from the Haskell community.
9. The term “**Student Conduct Administrator**” means the Haskell official designated by the Haskell President to be responsible for the initial adjudication of violations of the Code of Student Conduct. The Student Conduct Administrator is authorized to resolve all issues of student conduct and to impose or monitor sanctions upon any student(s) found to have violated the Code of Student Conduct.
11. The term “**shall**” is used in the imperative sense.
12. The term “**may**” is used in the permissive sense.
14. The term “**policy**” means written Haskell regulations as found in, but not limited to, the Code of Student Conduct, Residential Life Handbook, the Haskell web page and computer use policy, and Graduate/Undergraduate Catalogs.
15. The term “**Affected Person or Parties**” or “**Complainant**” means any person who submits a charge alleging that a student violated this Code of Student Conduct. When a student believes that s/he has been an affected person of another student's misconduct, the student who believes s/he has been an affected person will have the same rights under this Code of Student Conduct as are provided to the Complainant, even if another member of the Haskell community submitted the charge itself
16. The term “**Respondent**” means any student accused of violating this Code of Student Conduct.
17. The term “**Student Conduct Process**” means the procedures for conducting investigations, hearings, and appeals related to alleged violations of the Code of Student Conduct.
18. The term “**Alternative Dispute Resolution**” means a method to resolve disputes outside of the normal SC process. Involves the use of neutral third parties to increase the effectiveness of settlement discussions.
19. The term “**Student Appeals Committee**” means any person or persons authorized to impose or monitor sanctions on any student(s) found to have violated the Code of Student Conduct.
21. The term “**education records**” means records, files, documents, and other materials that contain information directly related to a student and that are maintained by Haskell. The term does not include: (i) records of instructional, supervisory, and administrative personnel and educational personnel ancillary thereto which are in the sole possession of the maker thereof and which are not accessible or revealed to any other person except a substitute; (ii) records maintained by a law enforcement unit of Haskell that were created by that law enforcement unit for the purpose of law enforcement; (iii) in the case of persons who are employed by Haskell but who are not in

attendance at Haskell, records made and maintained in the normal course of business which relate exclusively to such person in that person's capacity as an employee and are not available for use for any other purpose; or **(iv)** records on a student that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his professional or paraprofessional capacity, or assisting in that capacity, and which are made, maintained, or used only in connection with the provision of treatment to the student, and are not available to anyone other than persons providing such treatment, except that such records can be personally reviewed by a physician or other appropriate professional of the student's choice.

22. The term **"directory information"** relating to a student includes the student's name, address, telephone listing, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent previous educational institution attended by the student.

23. The term **"disorderly conduct"** means petty offense chiefly against public order and decency that falls short of an indictable misdemeanor

24. ADJUDICATION – The action of hearing and deciding a complaint of a violation of the Code of Student Conduct based on information in an incident report, evidence and /or testimony.

25. ADVOCATE – One who pleads for someone's cause, or in support of something.

See Student Advocate Policy.

26. APPEAL – A request by a party to a disciplinary matter to have another designated Haskell official or officials review a disciplinary decision.

27. BUSINESS DAYS – Days that Haskell is in full operation. Excludes weekends and holidays.

28. CALENDAR DAYS – All days of the week are considered calendar days including weekends and holidays.

29. CODE VIOLATIONS – Violations of the rules of the Code of Student Conduct, which subjects students to the Student Conduct Process and which may result in sanctions; see Sanctions on pg. 28-30.

30. CRIMINAL TRESPASS NOTIFICATION – A form issued by Haskell staff to an Individual(s) who trespasses on Haskell property or who has been issued a Notice to Vacate or Emergency Suspension. Once a Criminal Trespass Notification is in place, the person who violates the notice may be referred to local authorities and may incur arrest and charges for Criminal Trespass.

31. DISPOSITION – A written decision following adjudication.

32. DISCIPLINARY (Social) PROBATION – One or more of the following sanctions:

A. Restriction, for the duration of probation, from holding any student offices and from representing Haskell in any manner.

B. Monitoring of student's behavior, with a requirement that the student report to a counselor as directed. Any violations while a student is on social probation could result in a Notice to Vacate, removal from campus and Emergency Suspension or expulsion.

33. DIVERSION PROGRAM – An alcohol and/or drug program or campus violence program that allows a student to maintain "Good Social Standing," and/or maintain housing eligibility. Usually applied as a sanction.

34. EVICTION – A sanction whereby the student is ineligible for housing for a specified period of time.

35. EXPULSION – A sanction that prevents a student from attending Haskell or being

on its grounds or in its buildings without permission from the Haskell President. Violators may be referred to local authorities and may incur arrest and charges for Criminal Trespass.

36. GOOD SOCIAL STANDING – All students at Haskell have good social standing upon admission. Good social standing can be lost by a violation of the Code of Student Conduct that results in removal, suspension or expulsion from Haskell; not to be confused with good academic standing. The student is restricted, for duration of loss of good social standing, from holding any student offices and from representing Haskell in any manner. Representation of Haskell includes all athletic programs and intramural activities. Good social standing can be regained by completing the sanctions, fulfilling conditions of probation or by re-admission after suspension.

37. OFFICIAL WARNING – A written warning on a disposition form notifying the student that he/she has not maintained acceptable standards of conduct by not complying with sanctions given. Failure to comply will result in immediate “Notice to Vacate” from housing.

38. PREPONDERANCE OF INFORMATION – Evidence which is of greater weight or more convincing or more believable than the evidence which is offered in opposition to it; that is, evidence which as a whole shows that the fact sought to be proved is more probable than not.

39. REASONABLE SUSPICION - : A school official must have specific and articulable facts or inference, obtained from either personal observation or a reliable informant, that leads him/her to conclude – based on his/her experience the totality of the circumstances – that the search will lead to a discover of a violation of the Student Code of Conduct.

40. SOCIAL PROBATION- A period of time when a student may be faced with more severe disciplinary sanctions if the student is found to violate the Haskell regulations while in the designated probationary period.

41. SUSPENSION – A sanction that prevents the student from attending Haskell for a specified time frame. For substance abuse, if the student is found to have committed the violation, the suspension is for a minimum of one (1) full year but not more than two (2) full years.

42. NOTICE TO VACATE (NTV) - An immediate loss of housing for one year from the date of issuance and:

- Loss of the privilege of visiting in the residential halls.
- Loss of the privilege of being on campus after regular business hours, unless student is attending a class.
- Loss of the privilege to participate in any extracurricular activities, including athletic teams, intramural sports, etc. and loss of the use of Haskell facilities (i.e., Tecumseh Gym, Coffin Sports Complex, and Stidham Union). Student shall inform the Office of Student Conduct when the student has a class or class assignment or project in any of these facilities.
- Loss of Good Social Standing.
- Requirement to complete an Alcohol Assessment and Treatment Plan if NTV was issued for a Substance Abuse Violation.

B. Interpretation and Revision

Any question of interpretation or application of the Code of Student Conduct shall be referred to the Student Conduct Administrator or his or her designee for final determination.

The Code of Student Conduct shall be reviewed every 3 years under the direction of the Student Conduct Administrator.

