



COMMUNITY RIGHTS & RESPONSIBILITIES



UNIVERSITY AT ALBANY

State University of New York

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Section 1: Introduction

Community Rights and Responsibilities is the official code of conduct outlining behavioral expectations for University at Albany students. The University has developed this code of standards and expectations, consistent with its purpose as an educational institution and requires that each student accept responsibility for their own behavior and consequences.

These regulations and the procedures for their enforcement apply to all student conduct and behavior. Students, as defined in Section 2 of this document, are responsible for upholding the standards outlined in this document. As such, students shall be familiar with this document. These specific regulations should not be viewed as a comprehensive code of desirable conduct; rather, they describe the minimum standards. Because disciplinary action must be commensurate with the seriousness of the offense and the total conduct record of the student, each case is determined on its own merits.

The Office of the Dean of Students provides Great Danes and their support network with inclusive, innovative, and impactful support services and education to promote successful scholarship through specialized resources, consultation, and, when appropriate, advocacy to help them navigate the University at Albany.

Community Standards is committed to fostering a safe, respectful, and inclusive campus environment conducive to academic and personal growth. Through fair and consistent policy enforcement, proactive education, and collaborative interventions, we strive to promote ethical behavior, uphold community standards, and support the holistic development of all students.

A copy of this document can be viewed and printed through the [Community Standards website](#). Questions about the contents of the code of conduct may be directed to Community Standards at (518) 442-5501 or at communitystandards@albany.edu.

1. Jurisdiction of the University's Code of Conduct

The student code of conduct shall apply to conduct that occurs on University premises, at University-sponsored events or activities, electronically/online, and off-campus where the conduct adversely affects the University community, the pursuit of its objectives, neighboring communities, or where the conduct may present a health or safety risk to the University community. University at Albany students are responsible for the conduct of their guests. Guests are expected to adhere to all campus policies.

All students, student organizations or groups, shall abide by the rules of the Board of Trustees of SUNY, and all local, state and federal laws and regulations. The State of New York laws include, but are not limited to, the New York State Penal Law, the New York State Vehicle and Traffic Law, the New York State Education Law, and the Alcohol Beverage Control Law. Violations of these regulations may result in a referral to the Student Conduct System. In such cases, the

University may commence the Student Conduct System procedure independent of any criminal or civil court proceedings.

A student who withdraws from the University shall not be exempt from disciplinary proceedings for behavioral infractions which took place prior to withdrawal. Campus disciplinary procedures as described in this student code of conduct may proceed with the accused withdrawn student even if the student has withdrawn from the University. Additionally, the University may notate the student's academic transcript "withdrew with conduct charges pending".

2. Inherent Authority for the Student Disciplinary Program

Section 356 of the Education Law empowers the University Council of each State-operated campus of State University of New York to make regulations governing the conduct of students, subject to the general management, supervision, control and approval of the Board of Trustees of the State University of New York. All programs for student welfare and conduct are entrusted to and administered by the President of the University at Albany on behalf of the University Council.

The President has delegated administration of programs for student conduct to the Vice President for Student Affairs. Enforcement of standards of conduct, University regulations, recommendations for new policies, or modifications of policies or regulations affecting student conduct are initiated through the Office of the Vice President for Student Affairs. The Vice President has jurisdiction over the Student Conduct System and has designated the Office of the Dean of Students - Community Standards to administer the Student Conduct System.

In addition to Community Rights and Responsibilities, the rules, regulations, and procedures for The Maintenance of Public Order on campuses of the State University of New York, adopted by the Board of Trustees, are in effect at the University at Albany. (See Rules for the Maintenance of Public Order)

3. Records

A. Records Retention & Disposition

Pursuant to SUNY's Records Retention and Disposition policy 6609, all student disciplinary records will be retained for a period of seven (7) years from the end of the academic year in which the Student Conduct Referral was resolved. However, student conduct referrals resulting in either disciplinary dismissal/expulsion or a transcript notation of "withdrew with conduct charges pending" will be kept indefinitely.

B. FERPA & Records Release and Disclosure

As per SUNY's Records Retention and Disposition policy, if Community Standards has a student disciplinary record, they may release the record in accordance with the Family Educational Rights and Privacy Act (FERPA).

Students can request records be released by completing the Community Standards Disciplinary Records Release form or the Consent to Disclose form.

In accordance with FERPA regulations, the Vice President, or their designee may, in the exercise of their discretion, notify the parent(s) of any student found to have violated the provisions of Community Rights and Responsibilities. Parents of students under the age of 21 may be notified by the University when the student has been found in violation of any law or policy concerning the use or possession of alcohol or a controlled substance.

Section 2: Definitions

1. “**Accused**” shall mean a person accused of a violation who has not yet entered the University’s judicial or conduct process.
2. “**Advisor**” is any one person who may accompany a Referring Party, Reporting Individual, or Respondent to any meeting or hearing during the University’s conduct process. The advisor serves in a supportive role and shall not speak directly on behalf of their advisee during any stage of the student conduct process, including but not limited to Alternative Dispute resolutions or communications with Community Standards. An advisor who willfully violates this rule may be excluded from serving in their role at the sole discretion of the University.
3. “**Affirmative Consent**” is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.
 - a. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to engage in any other sexual act.
 - b. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
 - c. Consent may be initially given but withdrawn at any time.
 - d. Consent cannot be given when a person is incapacitated, and a reasonable person knows or should have known that such person is incapacitated. Incapacitation occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
 - e. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
 - f. When consent is withdrawn or can no longer be given, sexual activity must stop.
4. “**Appeal Review Panel**” means the persons authorized by the Vice President for Student Affairs to consider an appeal.
5. “**Assistant Dean of Community Standards**” means the person, or their designee, designated by the Vice President to lead Community Standards and administer Community Rights and Responsibilities.

6. “**Business Day**” means a day in which normal business operations are conducted, this does not include weekends, federal holidays, and state holidays.
7. “**Bystander**” shall mean a person who observes a crime, impending crime, conflict, potentially violent or violent behavior, or conduct that is in violation of rules or policies of the University.
8. “**Committee on Student Conduct**” means individuals authorized to hear Student Conduct referrals in cases of academic integrity.
9. “**Community Reengagement Program (CoRe)**” is a self-directed program designed for a student to demonstrate that, in the period following being placed on Disciplinary Probation, they have taken steps to become productive and engaged members of the University Community.
10. “**Community Standards**” is the functional unit within the Office of the Dean of Students and staff, designated to by the Vice President to administer Community Rights and Responsibilities.
11. “**Complaint**” shall mean written allegations of student misconduct submitted to the University, which would include, but is not limited to a written description of incident(s), any relevant evidence, witnesses and the alleged prohibited conduct violations prior to becoming a Student Conduct Referral.
12. “**Course of Conduct**” is defined as a pattern of actions composed of two or more acts over a period of time.
13. “**Dean of Students**” means the person, or their designee, designated by the Vice President to oversee the Office of the Dean of Students - Community Standards and appeals.
14. “**Guest**” is someone who is visiting a student.
15. “**Faculty Member**” means any person hired by the University to conduct classroom and/or research activities.
16. “**Hazing**” means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:
 - Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the

organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury. The following are non-exhaustive examples of conduct that causes or creates such a risk:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Any activity against another person that includes a criminal violation of applicable local, [insert applicable state name] State, Tribal, or Federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

This definition is compliant with New York State law. Under New York State Penal Law, a person may be charged with hazing if, during another person's initiation into or affiliation with any organization, they intentionally or recklessly engage in conduct that creates a substantial risk of and/or causes physical injury to another person. A criminal charge of hazing may result in a violation or misdemeanor.

17. **“May”** is used in the permissive sense.
18. **“Member of the University Community”** includes any person who is a student, staff, faculty member, University official or any other person employed by or contracted or volunteering with the University. A person's status in a particular situation shall be determined by the Vice President for Student Affairs.
19. **“Organization”** means any number of persons who have complied with the formal requirements for University recognition/registration.
20. **“Policy”** is defined as the written regulations of the University as found in, but not limited to, Community Rights and Responsibilities, Residence Hall & Apartments Housing License, the Graduate and Undergraduate Bulletins, and the University at Albany Library of Institutional Policies.
21. **“President”** refers to the President of the University at Albany.

22. **“Proceedings”** refers to the activities related to the University’s disciplinary complaint, including but not limited to, fact-finding investigations, formal or informal meetings, hearings, and appeals.
23. **“Reasonable Person”** refers to a hypothetical person who exercises average care, skill, and judgment in conduct and who serves as a comparative standard.
24. **“Referring Party”** shall mean a faculty member, staff member, or student who files a Complaint or Student Conduct Referral for an alleged violation of the code of conduct. If a complaint is submitted by a person who is not a faculty member, staff member, or student, then a University Official will serve as the Referring Party.
25. **“Reporting Individual”** shall encompass the terms victim, survivor, complainant, claimant, witness with victim status or any other term used by the University to reference an individual who brings forth a report of a violation or the individual against whom the alleged violation was committed.
26. **“Respondent”** (also referred to as “Referred Party”) shall mean a person accused of a violation who has entered the University's judicial or conduct process.
27. **“Results”** means any initial, interim, and final decision by any University official or entity authorized to resolve disciplinary matters within the University.
28. **“Sexual Activity”** shall have the same meaning as “sexual act” and “sexual contact” as provided in 18 U.S.C. 2246(2) and 18 U.S.C. 2246(3): (A) contact between the penis and the vulva or the penis and the anus, and for purposes of this subparagraph contact involving the penis occurs upon penetration, however slight; (B) contact between the mouth and the penis, the mouth and the vulva, or the mouth and the anus; (C) the penetration, however slight, of the anal or genital opening of another by a hand or finger or by any object, with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person; or (D) the intentional touching, not through the clothing, of the genitalia of another person who has not attained the age of 16 years with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person; (3) the term “sexual contact” means the intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.
29. **“Sexual Misconduct”** is sexual harassment or sexual violence and encompasses a wide range of behavior for sexual purposes that is against another’s will or at the expense of another. Sexual misconduct includes, but is not limited to sexual assault, intimate partner violence, stalking of a sexual nature, or any conduct of a sexual nature that is nonconsensual, or has the effect of threatening or intimidating another.

30. “**Shall**” is used in the imperative sense.
31. “**Student**” is defined as: persons registered for courses, either full time or part time, pursuing undergraduate, graduate, or professional studies, as well as non-degree seeking students; individuals who confirm their intent to enroll in programs; individuals who have gained admission; those attending orientation sessions; between academic terms; taking online classes; auditing classes; residing in the residence halls; those that were enrolled on the date of an alleged incident; persons who are active but not enrolled at the University; those who are enrolled in a dual enrollment program with the University and another institution.
32. “**Student Conduct Administrator**” means any University official appointed by the Vice President to receive, process and resolve student conduct referrals or to review and respond to appeals.
33. “**Student Conduct Board**” refers to the authorized persons who hear student conduct referrals, except alleged violations of academic integrity.
34. “**Student Conduct Body**” is an umbrella term that refers to the Student Conduct Board and the Committee on Student Conduct.
35. “**Student Conduct Referral**” means the University Student Conduct System Standard Case Form that includes a description of alleged misconduct and specific Community Rights and Responsibilities code violations.
36. “**Student Conduct System**” means the program established to maintain the integrity of the values of the University community by reviewing alleged violations of Community Rights and Responsibilities.
37. “**Student Organization**” means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.
38. “**Title IX Coordinator**” shall mean the Title IX Coordinator and/or their designee or designees.
39. “**University**” means the University at Albany, State University of New York.
40. “**University Official**” includes any person employed by the University, performing assigned administrative or professional responsibilities.

41. “**University Premises**” includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University including adjacent streets and sidewalks. It includes properties under the authority of Student Association of the University at Albany, University Foundation, and the University Auxiliary Services, Inc.
42. “**Vice President**” means the Vice President for Student Affairs, or designee, who, as the President’s designee, is responsible for the administration of Community Rights and Responsibilities.



Section 3: Prohibited Conduct

The behaviors listed in this section violate the University's student code of conduct. This list is not exhaustive but is intended to describe general types of behavior that may result in disciplinary action. These codes apply both to student behavior which occurs on University Premises or at University sponsored events as well as behavior that occurs off-campus. Prohibited behavior includes not only completed actions, but also attempted violations of the student code of conduct. Prohibited conduct also includes aiding, abetting or otherwise facilitating an individual to commit or attempt to commit a violation of the code of conduct.

1. Fire Safety

- A. Causing or creating a fire, regardless of intent (except as authorized for use in class, or in connection with University-sponsored research or other approved activities).
- B. Tampering with safety measures or devices, including but not limited to, alarm systems, fire extinguishers, exit signs, emergency phone systems, smoke or heat detectors, fire hoses, security systems, locked exterior doors, etc.
- C. Failing to conform to safety regulations, including but not limited to, falsely reporting an incident, failure to evacuate facilities in a timely fashion in emergency situations or in response to fire alarms, inappropriate use of the fire alarm system, and inappropriate, negligent or reckless behavior which results in the activation of a fire alarm.

2. Weapons and Dangerous Objects

- A. In accordance with the University's Weapons on Campus policy, possession, and therefore use of any Weapon or any device capable of use as a weapon by release of explosive material, noxious material, electric discharge or projectile, is prohibited on Campus. "Weapon" is any deadly weapon as defined in the NYS Penal Law Section 10.00(12), any weapon listed in NYS Penal Law Section 265, and as listed in the SUNY Board of Trustee Regulations 8 NYCRR Part 590 and SUNY document #5403. Note: in addition to University policy restrictions, possession of a weapon on school grounds, including the University at Albany campus, is a felony under NYS Penal Law Section 265.01-a.
- B. Use of any object as a weapon in a manner that is intended to or results in the injury of another person.
- C. Use or possession of any object that looks like a realistic weapon.
- D. Illegal possession or illegal use of a weapon as defined in NYS Penal Law Section 10.00(12), or any weapon listed in NYS Penal Law Section 265, both on and off campus.

3. Threatening or Abusive Behavior

Intentionally or recklessly causing physical harm to any person or reasonable fear of such harm.

Students cannot justify such behavior as defensive if: The behavior is a physical response to verbal provocation; the student has the ability to leave the situation, but instead chooses to respond physically; in circumstances where such actions are punitive or retaliatory. Additionally, it is prohibited to use a self-defense spray in circumstances that a reasonable person would not consider necessary.

4. Harassment

Engaging in behavior that is sufficiently severe, pervasive and objectively offensive that it unreasonably interferes with, denies, or limits an individual's ability to participate in or benefit from the University's education program and/or activities, and creates an academic environment that a reasonable person would find intimidating or hostile. Activity protected by the First Amendment will not constitute harassment. Harassment may include:

- directing unwanted physical or verbal conduct at an individual based on one or more of that person's protected characteristics or status, including age, color, race, disability, marital status, national/ethnic origin, religion, military/veteran's status, sex [including pregnancy], gender expression or gender identity, sexual orientation, domestic violence victim status, criminal or arrest record, political activities or predisposing genetic characteristics; or
- subjecting a person or group of persons to unwanted physical contact or threat of such.

5. Endangerment

Acting to create or contribute to dangerous or unsafe environments anywhere on or off-campus. Reckless or intentional acts which endanger or put at risk the welfare of oneself or others are prohibited. This includes but is not limited to reckless driving on or off campus.

6. Intimate Partner Violence

Intimate Partner Violence includes Dating Violence and Domestic Violence, both of which are further defined below. Intimate Partner Violence can occur in relationships of the same or different genders.

A. Dating Violence - As defined in the Violence Against Women Act (VAWA)

Reauthorization of 2022 and the VAWA Amendments to the Clery Act, is any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) Where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) the type of relationship; and (iii) The frequency of interaction between the persons involved in the relationship. Dating violence can, but does not necessarily have to, include any act of violence, including physical, sexual, psychological, and verbal

violence, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Reporting Individual. Dating Violence can occur as a single act, or it can consist of a pattern of violent, abusive, or coercive acts that serve to exercise power and control in the context of a romantic or intimate relationship. Two people may be in a romantic or intimate relationship, regardless of whether the relationship is sexual in nature; however, neither a casual acquaintance nor ordinary fraternization between two individuals in a business or social context shall constitute a romantic or intimate relationship.

- B. **Domestic Violence** – is any felony or misdemeanor crimes committed by a person who: (A) is a current or former partner of the victim under the family or domestic violence laws of New York, or a person similarly situated to a spouse of the victim; (B) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; (C) shared a child in common with the victim; or (D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of New York.

7. **Stalking** is engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) fear for the person’s safety or the safety of others; or (B) suffer substantial emotional distress, Stalking includes, but is no limited to, engaging in a course of conduct in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property. .

Stalking does not require direct contact between parties and can be accomplished in many ways, including through third parties or through the use of electronic devices and social media.

8. **Sexual Harassment**

Sexual harassment is a form of gender-based discrimination that is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity, and the status of being transgender. Sexual harassment is not limited to sexual contact, touching, or expressions of a sexually suggestive nature. Sexual harassment includes all forms of gender discrimination including gender role stereotyping and treating an individual differently because of their gender.

- A. *Quid pro quo harassment.* An employee, agent or other person authorized by the University at Albany’s Education Program or Activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual conduct;

B. *Hostile environment harassment.* Unwelcome gender-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University'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:

- (i) the degree to which the conduct affected the Complainant's ability to access the University's Education Program or Activity;
- (ii) the type, frequency, and duration of the conduct;
- (iii) the Parties' ages, roles within the University's Education Program or Activity, previous interactions and other factors about each Party that may be Relevant to evaluating the effects of the conduct;
- (iv) the location of the conduct and the context in which the conduct occurred; and
- (v) Other Sexual Harassment in the University's Education Program or Activity.'

9. Sexual Assault and Sexual Exploitation

Sexual assault is defined in the federal Clery Act, and means any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. It can include, but is not limited to, the following violations:

- A. **Sexual Assault I** - Intentionally engaging in any form of vaginal, anal, or oral penetration, however slight, with any object (an object includes but is not limited to parts of a person's body) without the person's affirmative consent.
- B. **Sexual Assault II** - Intentional touching of a person's body part(s), whether directly or through clothing, without the affirmative consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. Sexual Assault II also includes forcing an unwilling person to touch another's clothed or unclothed body part(s) for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
- C. **Sexual Exploitation** - Intentionally engaging in or attempting to engage in abusive sexual behavior without affirmative consent that does not otherwise constitute Sexual Assault I or Sexual Assault II. Examples include, but are not limited to: intentional, nonconsensual tampering with or removal of condoms or other methods of birth control and Sexually Transmitted Infection (STI) and/or Sexually Transmitted Disease (STD) prevention prior to or during sexual contact in a manner that significantly increases the likelihood of STI/STD contraction and/or pregnancy by the non-consenting party; nonconsensual video or audio recording of sexual activity; sharing and/or allowing others to watch consensual or nonconsensual sexual activity without the consent of a sexual partner; observing others engaged in dressing/undressing or in sexual acts without their knowledge or consent; trafficking people to be sold for sex; inducing incapacitation with

the intent to sexually assault another person; creating, possessing or distributing the sexual performance of a child¹; and aiding, abetting, or otherwise facilitating sexual activity between persons without the affirmative consent of one or more party.

10. Hazing

An individual student or group of students that intentionally, knowingly, or recklessly causes or creates an unreasonable risk of harm to another student as a requirement for initiation into, affiliation with, or continued membership of a recognized or unrecognized student organization, regardless of whether a student willingly participates. Additionally, the Hazing Policy applies. Examples of hazing activities include, but are not limited to, the conduct set forth in the definition of hazing above, and:

- Forced or required participation in physical activities such as calisthenics, exercises, games or “make work” activity;
- Forced consumption of food, alcohol, water, illegal substances;
- Forced, required or condoned application of foreign substances to the body resulting in lewdness or a potential for ridicule or bodily harm (such as tattooing or branding);
- Participation in activities that involve illegal acts such as “pledge ditches” and kidnappings, scavenger hunts and thefts;
- Creation of excessive fatigue and stress through deprivation of privacy or sufficient sleep (defined as a minimum of six consecutive hours per day) or decent and edible meals;
- Deprivation of access to means of maintaining personal hygiene;
- Forced or required conduct that would embarrass or negatively affect the dignity of the individual, such as forced nudity or partial nudity, including coercing or allowing an individual to dress in a degrading manner as part of initiation or affiliation with a group;
- Use of physical brutality (including paddling; striking with fists, feet, open hands or objects; and branding);
- Participation in or creation of situations that cause psychological harm or substantial emotional strain, such as causing a member or pledge to be the object of malicious amusement or ridicule or other verbal abuse, causing embarrassment or shame to a member or pledge, or compromising the dignity of a member or pledge.

11. Academic Integrity Violations

Conduct including, but not limited to, plagiarism, cheating, multiple submission, forgery, sabotage, unauthorized collaboration, falsification, bribery or use of purchased research service reports without appropriate notation, use of artificial intelligence without professor/department permission, and theft, damage or misuse of library or computer resources. Attempts to commit such acts shall also constitute a violation of the Academic Integrity Violations code.

¹ As defined in NYS Penal Code 263.00.

Students should be informed that if found in-violation of academic dishonesty they may be subject to two types of sanctions. If the instructor has determined that the student has engaged in academic dishonesty, they may administer an academic penalty. The student who disagrees with the judgment or penalty may appeal through established academic appeal procedures, consult the appropriate department chair, school dean, or academic bulletins for details.

At the same time, the student may be referred to Community Standards to have the alleged violation resolved through the Student Conduct System outlined in Community Rights and Responsibilities. The decision made by Community Standards will be supplementary to the findings and outcome of the academic integrity process. A subsequent finding of not responsible by Community Standards may not reverse or modify the findings and outcome of the academic integrity process.

12. Acts of Dishonesty

- A. Altering or misusing documents, records, stored data, instruments of identification, or access credentials.
- B. Possessing, creating, or using a fake or forged instrument of identification.
- C. Possessing, using, or distributing fraudulent monetary notes including, but not limited to, credit, bank, retail or student accounts.
- D. Furnishing false information to any University, local, state or federal official.
- E. Intentionally furnishing false information to persons outside the University concerning a student's academic records, degree, or activities.

13. Respect for Property

- A. Removing, destroying or damaging University property, or property under University administration or supervision.
- B. Destroying or damaging the property of others, on or off-campus.
- C. Failure to abide by Student Involvement promotional policies including but not limited to registering flyers with the Department of Student Involvement prior to posting and posting in designated areas.

14. Theft

Stealing property and/or services; possessing stolen property.

15. Security of Buildings, Facilities, and Campus

- A. Entering, being present in/on or using facilities or property on or off-campus, belonging to individuals, University- recognized groups and/or corporate entities without proper authorization.
- B. Propping open outside doors, unlocking lounge windows, using windows to enter and exit buildings, and/or using unauthorized doors for entering or leaving the building
- C. Transferring or duplicating any I.D. card, key, or other access instrument to any other person.
- D. Using or possessing any I.D. card, key, or other access instrument that an individual is not authorized to use or possess.

16. Drugs

Consistent with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), the following are prohibited at the University at Albany:

- A. Possession, use, or misuse of a controlled substance or dangerous drug, or any drug unlawful to possess, e.g. marijuana, except as expressly permitted by law. Use of legal medication outside the parameters of the medical authorization is prohibited and prescription drugs must have an authentic medical prescription.
- B. The manufacture, delivery, distribution or intent to distribute, of a controlled substance or dangerous drug, or any drug unlawful to possess, e.g. marijuana, except as expressly permitted by law.
- C. Possession of drug paraphernalia including, but not limited to bong, water pipes, or hypodermic needles that are not specifically required for the administration of prescribed medications are not allowed on campus.
- D. Driving under the influence of drugs or driving while ability is impaired by drugs is prohibited.

These provisions apply to both on-campus and off-campus behavior. Additionally, the University's "Alcohol and Controlled Substances at the University" policy applies.

17. Alcohol

Consistent with New York State Law, the following are prohibited at the University at Albany:

- A. Individuals under the age of 21 years are prohibited from using, possessing, or distributing alcoholic beverages. Individuals over the age of 21 may use and possess alcohol as permitted by the law and University policy.
- B. Distribution or intent to distribute alcoholic beverages except as expressly permitted by law and University regulations.
- C. Open containers and public intoxication are prohibited.
- D. Driving under the influence of alcohol or driving while ability is impaired by alcohol is prohibited.

Students who are irresponsible in their use of alcohol will be subject to this code regardless of the student's age. This applies to both on-campus and off-campus behavior. Additionally, the University's "Alcohol and Controlled Substances at the University" policy applies.

18. Disruptive or Disorderly Conduct

- A. Impairing, interfering with or obstructing the orderly conduct, processes and functions of the University or the community where the conduct occurs. This behavior includes, but is not limited to, excessive noise, obscene language in a public place, littering, and boisterous or indecent conduct which is unreasonable in the area, time or manner in which it occurs.
- B. Engaging in disruptive classroom behavior. Disruptive classroom behavior is behavior that the faculty member deems to interfere with or prevent normal classroom functions or activities. Disruptive behaviors can range from mildly distracting to clearly disorderly, violent, or dangerous, expressed verbally or in written or presented work, inside or outside of the classroom. See the University's supplemental policy on Disruptive classroom behavior for further information.
- C. Obstructing or disrupting University activities, including but not limited to, teaching, research, administration, disciplinary procedures, or other authorized activities including public service functions, is strictly prohibited. Violations may also include participation in campus demonstrations which disrupt the normal operations of the University and infringes on the rights of other members of the University community by leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.
- D. Intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus.

Students may exercise their rights of assembly and freedom of speech in demonstrating their care and commitment to creating an inclusive campus environment. However, while hateful and disrespectful speech can also be protected by our First Amendment rights, the University at Albany community does not condone insensitive, discriminatory or other disrespectful comments.

Additionally, the University's Rules for the Maintenance of Public Order Policy applies.

19. Student Group Violations

Students are expected to know and abide by the regulations governing their membership in a student organization (e.g. fraternities and sororities). Prohibited conduct by officers/members of student groups and organizations may result in a referral to the Student Conduct System for individual students, in addition to any organizational action that may be taken by the University.

Any violation of this policy may result in individual and/or group sanctions, such as the extension of the current suspension; suspension or permanent expulsion of individual(s) from the University, and/or the suspension or permanent expulsion of the organization from future campus recognition. Individuals or groups may be required to attend mandatory educational programs

Full policies are available at the Student Organization Resource Center and can be discussed in person at the Office of Student Involvement CC West B91, (518) 442-5566 or email involvement@albany.edu.

20. Non-Compliance

- A. Failure to comply with University Policy and/or any local, state, federal law, rule or regulation.
- B. Failure to comply with the directions of an authorized local, state, federal, or University official acting in the performance of their duties or any other person responsible for a facility or registered function acting in accordance with those responsibilities. This includes but is not limited to not appearing at meetings when directed to do so, not providing identification, not abiding by any temporary and/or administrative directive, and not leaving areas/events when directed to do so.
- C. Failure to notify Community Standards of a felony or misdemeanor crime. It is the obligation of every student to notify Community Standards (by email at communitystandards@albany.edu) seven (7) business days from the date of arrest of any felony or misdemeanor arrests at any time after a student pays their admission deposit through graduation or separation from the University, regardless of geographic location of the arrest or specific crime alleged. Failure to do so may result in conduct charges by the University or administrative/registration holds placed on the student's account. The University may review the facts underlying the arrest to determine if there is an associated University policy violation.

21. Parking and Mass Transit Services Policy Violations

Parking & Mass Transit Services (PMTS) oversees the policies and regulations that govern the possession and use of motor vehicles on campus and use of mass transit services. The full policy can be found through Parking Management.

Violating PMTS policies and regulations is prohibited, which include but are not limited to:

- Purchasing a parking decal for a car that is registered in Department of Motor Vehicles to a resident freshman, a parent of a resident freshman, or anyone else who lives at the same address as the resident freshman;
- Purchasing a decal for the vehicle of another student or the vehicle of a family member of another student unless they have the same permanent address;

- Creating, altering, or transferring any parking decal, temporary parking hang tag, or any other documents relating to obtaining parking privileges in any manner
- Parking in fire and travel lanes, accessible spaces, at fire hydrants, along a curb, or on the grass
- Parking in a lot in which you do not have an approved parking decal for; and
- Using verbal or physical abuse, or threats of violence against any Parking and Mass Transit staff member.

PMTS has the ability to fine or withdraw the right to use a vehicle on campus in addition to, or in lieu of, sanctions imposed through the campus Student Conduct System.

22. Smoking and Tobacco

The University prohibits Smoking and the use of Tobacco Products on University Property.

This code is further defined in the University’s “Tobacco-and Smoke-free Campus” policy.

23. Residence Halls and Apartments Housing License Violations

Failure to abide by the Residence Hall and Apartment Housing License.

24. Responsible Use of Technology

Failure to abide by Information Technology Services (IT) policies including but not limited to the Responsible Use of Information Technology policy.

25. Hate or Bias-Related Crime

Intentionally selecting a person against whom a criminal offense is committed or intended to be committed because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability, or sexual orientation, regardless of whether the belief or perception is correct.

26. Gambling

Gambling, including, but not limited to, contests of chance, illegal lottery, playing or gaming for money or something of value; promoting or advancing gambling; gambling using University computing/network facilities; possessing gambling devices or gambling records is prohibited, except as part of an authorized fundraising activity.

27. Abuse of the Student Conduct System

Abusing the Student Conduct System, including but not limited to:

- A. Distributing or sharing documents that have been marked as “Confidential” by the University during the conduct process with outside parties. Such documents, however, may be shared with the student’s advisor.
- B. Falsifying, distorting, or misrepresenting information before a Student Conduct Body, Student Conduct Administrator or University official.
- C. Disrupting or interfering with the orderly conduct of a student conduct proceeding.
- D. Knowingly instituting a student conduct referral without cause.
- E. Attempting to influence the impartiality of a member of a Student Conduct Body or any other party/individual who may choose to participate in a student conduct proceeding.
- F. Harassing (verbally or physically), coercing, and/or intimidating a member of a Student Conduct Body or any other party/individual based on that party’s or individual’s participation in a student conduct proceeding.
- G. Failing to comply with the sanction(s) imposed under the student code of conduct.
- H. Influencing or attempting to influence another person to commit an abuse of the Student Conduct System.

28. Retaliation

Retaliation is any adverse action taken against an individual for making a good faith report of prohibited conduct or participating in any investigation or proceeding under these procedures. Retaliation may include intimidation, threats, coercion, or adverse employment or educational actions. Retaliation may be found even when an underlying report, made in good faith, was not substantiated. Retaliation may be committed by the Accused, the Respondent, the Reporting Individual, or any other individual(s).



Section 4: Student Conduct Procedures

1. Introduction

The Student Conduct System addresses charges that are brought against a student that allegedly violates the student code of conduct, Community Rights and Responsibilities. *The Student Conduct System utilizes a “preponderance of evidence” standard of proof. A preponderance of evidence standard evaluates whether it is more likely than not that a violation occurred.*

University at Albany email is the official means of communication between Student Conduct Administrators and students on all matters pertaining to the Student Conduct System.

2. Referrals

- A. When an incident occurs and there are allegations that a student violated the code of conduct, individuals who wish to initiate a Student Conduct Referral must file a complaint with a Student Conduct Administrator. A complaint may be filed by any University faculty, staff and/or student.²
- B. A complaint should be submitted as soon as possible after the incident takes place, preferably within the academic year in which the alleged incident took place. While timeliness is preferable, there is no deadline by which a complaint must be filed as long as the accused is a student at the University at Albany.
- C. The complaint must set forth allegations of misconduct in writing with sufficient detail to support a referral, which includes, but is not limited to a description of the incident, any relevant evidence, witnesses and the alleged Prohibited Conduct violations. The individual filing the complaint may elect to meet with a Student Conduct Administrator for a consultation prior to submitting a complaint. Once the complaint is received, the Student Conduct Administrator will review the complaint, may meet with other individuals involved, and will then determine whether or not the complaint has merit to move forward to a Student Conduct Referral.
- D. If a Student Conduct Referral is generated, the Accused student becomes a Respondent and will be notified that a Student Conduct Referral has been filed against them via University at Albany email. Additionally, the Respondent will have the opportunity to meet with a Student Conduct Administrator to:

² Complaints of Sexual Misconduct will be reported to the Office of Equity and Compliance / Title IX Coordinator. The University’s Sexual Violence Response Policy details the intake process for Sexual Misconduct allegations.

- I. Review the Student Conduct Referral which includes the alleged code violations (charges);
- II. Learn about the student conduct process and have questions answered;
- III. Give their perspective about the incident and provide relevant evidence;
- IV. Provide witness information, if applicable;
- V. Sign the Student Conduct Referral indicating the referral and possible sanction outcomes have been reviewed; and
- VI. Receive a copy of the Student Conduct Referral.

During this meeting and throughout the student conduct process, the student may have **one** advisor of their choice. The advisor shall not represent or speak for the student and shall not participate directly in the student conduct process. The advisor may be present and speak privately with the student during any meeting. Meetings are scheduled around the Respondent's and the Reporting Individual's academic schedules and the Referring Party's schedule only. If the Respondent chooses not to meet with the Student Conduct Administrator, the Student Conduct Referral and resolution options will be emailed to the Respondent via their University at Albany email or other email on record with the University.

- E. After the Respondent has received a copy of the Student Conduct Referral, the Respondent has the option to take up to three (3) business days to review their Student Conduct Referral and decide whether or not to accept responsibility for the charges. After three (3) business days, the Respondent must communicate their decision to the Student Conduct Administrator in writing via email. The Student Conduct Administrator will determine the manner in which the case will be resolved and will communicate this to the Respondent.
- F. Multiple incidents may be resolved with one Student Conduct Referral at the discretion of the Student Conduct Administrator.
- G. Polygraph (lie detector) tests reports/results are not admissible in the student conduct process.
- H. Students with disabilities involved in the student conduct process may seek reasonable accommodations for any stage of the conduct process. Any student requesting accommodations will be referred to Disability Access and Inclusion Student Services (DAISS) to request and obtain an accommodation letter. The student must then submit the accommodation letter and their written accommodation request to the Student Conduct Administrator at least two (2) business days before the stage of the conduct process that the request is for. The Student Conduct Administrator, in consultation with the DAISS, will determine, based on appropriate legal standards and University policy, what accommodation, if any, is appropriate.

- I. Participants are prohibited from making their own recording during any aspect of the conduct process (including but not limited to audio, video, photographic and/or written recording).

3. Resolutions

Resolutions are the manner in which Student Conduct Referrals are resolved. A description of each type of resolution follows:

A. Administrative Resolution

I. Administrative Agreement

This type of agreement is applicable for referrals where the Respondent accepts a finding of responsibility for violating the code of conduct and resolves the referral with a Student Conduct Administrator by agreeing to an appropriate disciplinary sanction. **An appeal may not be filed.**

In referrals of sexual misconduct, if the Reporting Individual does not agree with the Administrative Agreement or declines to participate in the process, the Reporting Individual retains the right to appeal as outlined in Section 7.

II. Imposed Determination

If the Respondent does not wish to accept responsibility and/or an appropriate sanction from the Student Conduct Administrator, but the preponderance of evidence standard has been met, a finding of responsibility and a sanction(s) will be imposed. Imposed Determinations may also be imposed if the student fails to meet or communicate with the Student Conduct Administrator. The Respondent **maintains the right to file one appeal of the original decision** as outlined in Section 7.

Imposed Determinations may only be applied in referrals where sanctions will not result in removal from residence, suspension, or dismissal; in these instances, a hearing before a Student Conduct Body will be scheduled. Sexual Misconduct referrals will not be resolved by Imposed Determination.

B. Student Conduct Hearing before a Student Conduct Body

When a referral cannot be resolved by Administrative Resolution or at the discretion of the Student Conduct Administrator, a hearing will be scheduled. The Student Conduct Administrator may later serve as the Referring Party at a Student Conduct Hearing.

Hearings are scheduled around the Respondent's and the Reporting Individual's academic schedules and the Referring Party's schedule only. If a hearing needs to be scheduled during a

student's class, Community Standards will issue a letter to the student, which can be utilized to notify instructor(s) of an excused absence.

A hearing may only be postponed due to extenuating circumstances that prohibit the Respondent, Reporting Individual or Referring Party from participating (i.e., hospitalization, death of an immediate family member, etc.) or at the discretion of Community Standards. In such cases, the Respondent, Reporting Individual, or Referring Party may request one postponement with supporting documentation. Requests will be reviewed by Community Standards and a decision will be communicated to the parties as appropriate.

Hearings are conducted as follows:

- I. Both the Respondent and Referring Party (and the Reporting Individual in referrals of Sexual Misconduct):
 - a. Receive written notice of a hearing date, time, and place at least five (5) business days in advance;
 - b. Must represent themselves;
 - c. May have **one** advisor present. The advisor shall not address the Student Conduct Body or participate directly in the process, but may speak privately with the advisee during the proceedings;
 - d. Hear a review of the Student Conduct Referral, including the prohibited conduct charge(s) and evidence (the Respondent will then make a plea to the prohibited conduct charges of In- Violation/Responsible or Not-In-Violation/Not Responsible);
 - e. Have the opportunity to make an opening statement;
 - f. Have the opportunity to present witnesses, who have direct knowledge of the incident, to provide a statement (for sexual misconduct referrals see Section 5.2.D.VIII);
 - g. Have the opportunity to ask questions of each other and their witnesses (for sexual misconduct referrals the Respondent and Reporting Individual will not question each other directly, See Section 5.2.D.XI);
 - h. May be questioned by the Student Conduct Body;
 - i. Have the opportunity to make a closing statement, and for sexual misconduct referrals, have the ability to submit an impact statement.
- II. The Student Conduct System encourages student involvement in the conduct proceedings and relies on full and open discussion of referrals with all parties concerned in order to render a fair judgment. The Student Conduct System is administrative in nature and, as such, is not considered a court of law where formal rules of process, procedure, or technical rules of evidence apply.
- III. Referrals involving multiple students may be resolved at one hearing.

- IV. Hearings are regarded as confidential and closed to all but the principals of the referrals, their witnesses, their advisor, the Student Conduct Body, and Community Standards. Student Conduct Body Members in-training may observe.
- V. An official video recording will be made of the proceedings. This recording is the property of the University and will not be duplicated or released except as required by law. Participants are prohibited from making their own recording during the hearing (including but not limited to audio, video, photographic and/or written recording). The Respondent and Referring Party may submit a written request to Community Standards for permission to listen to the official audio recording in a supervised location on campus. An official redacted written transcript can be provided by the University at the requesting party's expense.
- VI. Evidence to be presented by the Referring Party(ies), Reporting Individual(s), and Respondent(s) during any hearing must be submitted to Community Standards at least two (2) business days in advance of the scheduled hearing. This evidence will be shared with the opposing party. In extraordinary circumstances, Community Standards or the Student Conduct Body may accept the submission of evidence within the two (2) business days before the hearing. Community Standards or the Student Conduct Body will make the final decision related to the relevancy and admissibility of all evidence (for sexual misconduct referrals see Section 5.2.D.VIII).
- VII. Witnesses to be presented by the Referring Party(ies), Reporting Individual(s), Respondent(s) during any hearing must be submitted to Community Standards at least two (2) business days in advance of the scheduled hearing. Witness names will be shared with the opposing party. In extraordinary circumstances, Community Standards or the Student Conduct Body may accept the submission of witnesses within two (2) business days before the hearing. Community Standards or the Student Conduct Body will make the final decision related to the relevancy and admissibility of all witnesses (for sexual misconduct referrals see Section 5.2.D.VIII).
- VIII. Should the Referring Party(ies), Reporting Individual(s), Respondent(s) fail to appear for a scheduled hearing, a finding will be made based upon the information available and sanction(s) imposed, if appropriate.
- IX. The primary function of any Student Conduct Body is to determine, using a preponderance standard, whether the Respondent has violated the provisions of Community Rights & Responsibilities and if so, recommend an appropriate sanction. During the hearing, the Student Conduct Body will make the final decision regarding the relevancy and admissibility of testimony. The Student Conduct Body makes its determinations by consensus.

- X. The Respondent will be notified, in writing, of the final decision of the Student Conduct Body and of the right to appeal. Consistent with the provisions of the Family Educational Rights and Privacy Act (FERPA) regulations, and in cases involving sexual misconduct offenses or crimes of violence, both the Respondent and the Referring Party and/or Reporting Individual will be notified of the final decision of the Student Conduct Body.
- XI. The Respondent's status at the University is not altered until the appeal decision is final. In certain cases, however, the Vice President may determine that the Respondent's presence is a threat to the University community and uphold the sanction imposed by the Student Conduct Body until the appeal is final.

C. Alternative Dispute Resolution

I. Educational Conversation

A compulsory meeting with a student for minor behavioral infractions and/or prohibited conduct violations that are not formally referred through the conduct process. No sanction is issued or applied to a student's record.

The student may have one advisor present for this conversation. However, the advisor shall not address the administrator or participate directly in the conversation but may speak privately with the advisee during the conversation.

II. Facilitated Reconciliation

Facilitated reconciliation is a voluntary process that requires the commitment of all parties. It is appropriate when a violation arises out of a dispute between students. It is generally reserved for first time and less serious violations. The goal is to reach a written agreement to resolve the dispute and to prevent it from reoccurring. The Student Conduct Administrator will retain a record of the facilitated reconciliation efforts and the facilitated reconciliation agreement. If the parties fail to live up to the agreed upon settlement, or if facilitated reconciliation attempts fail to reach an agreement, a referral may be processed.

III. Fire Safety Notice

When a fire safety violation is found during a fire safety check, a Fire Safety Notice may be issued to the occupants of that space. This notice may only be given once as a warning, in response to this behavior, before additional consequences are taken. Failure to adhere to this notice may result in a referral for Non-Compliance. If you wish to appeal this notice, please contact the Assistant Director for Student Conduct in Residential Life or their designee within seven (7) business days of receipt of your Fire Safety Notice.



Section 5: Cases of Sexual Misconduct

1. Introduction

This section outlines the policy and procedures that will be followed for all cases of sexual misconduct, including domestic violence, dating violence, stalking, sexual exploitation, sexual assault, or sexual harassment, in addition to procedures described in other sections of Community Rights and Responsibilities. In the event that there is a conflict between any procedures set forth in Community Rights and Responsibilities, the procedures set forth in this section will control for cases of sexual misconduct.

Compliance with any of the below listed provisions does not constitute a violation of Section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

The burden of proof in all sexual misconduct cases is a “preponderance of the evidence”, meaning that the determination is whether it is more likely than not that the sexual misconduct occurred. If the evidence meets this standard, then the Respondent **MUST** be found responsible for a violation of this code.

A. Students’ Bill of Rights

The University at Albany is committed to providing options, support, and assistance to members of our community that are affected by sexual assault, sexual exploitation, sexual harassment, intimate partner violence, and stalking, regardless of whether the crime occurred on campus, off campus, or while studying abroad. The rights enumerated in the Student’s Bill of Rights are afforded to all students reporting sexual violence, as well as all students accused of sexual violence, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction.

B. Policy for Alcohol and/or Drug Use Amnesty in Sexual Misconduct Cases

The health and safety of every student at the State University of New York and its State-operated and community colleges is of utmost importance. The University at Albany recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that sexual misconduct occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The University at Albany strongly encourages students to report incidents of sexual misconduct to University officials. A bystander or Reporting Individual, acting in good faith, who discloses any incident of sexual misconduct to University Officials or law enforcement, will not be subject to the University’s code of conduct

action for violations of alcohol and/or drug use policies occurring at or near the time that the sexual misconduct occurred.

2. Student Conduct Process in Cases Involving Sexual Misconduct for Student Respondents and Student Reporting Individuals

The University at Albany will apply its adopted Title IX Grievance Policy for sexual misconduct covered under that policy. Any allegations that are not governed by the Title IX Grievance Policy will be addressed in accordance with the University's Sexual Violence Response Policy and Section 5 of Community Rights & Responsibilities.

- A. If the allegations of sexual misconduct do not fall under the University's Title IX Grievance policy, the conduct process will be governed by Section 5 of the Community Rights & Responsibilities and in accordance with the University's Sexual Violence Response Policy.
- B. Reporting Individuals have the right to request that student conduct charges be filed against the accused.
- C. The University shall have a prompt response and timely reviews of all complaints of Sexual Misconduct. Promptness is determined by the University in view of the circumstances of the case, personnel availability, complexity of the request, and evidence/information submitted.
- D. The Title IX Coordinator or their designee must refer any complaint that was investigated to the Office of the Dean of Students - Community Standards so Community Standards can determine whether the Reporting Individual's account, if accepted as true, alleged any violation of University at Albany policy, and, specifically, whether there is reason to believe that the Accused/Respondent engaged in conduct constituting sex discrimination or sexual misconduct in any form. The Title IX Coordinator or their designee shall be the Referring Party for all referrals of sexual misconduct.
- E. Throughout conduct proceedings, the Respondent and the Reporting Individual will have the right to:
 - I. Be accompanied by an advisor of their choice who may assist and advise the parties throughout the conduct process and any related hearings or meetings. Advisors may not address the Student Conduct Body during a disciplinary hearing but may speak privately with the advisee during the proceedings.
 - II. Have their complaint investigated and adjudicated in an impartial and thorough manner by individuals who receive annual training in conducting investigations of

sexual violence, the effects of trauma, impartiality, the rights of the Respondent, including the right to a presumption that the Respondent is “not responsible” until a finding of responsibility is made, and other issues related to sexual assault, sexual exploitation, domestic violence, dating violence, and stalking.

- III. An investigation and process conducted in a manner that recognizes the legal and policy requirements of due process (including fairness, impartiality, and a meaningful opportunity to be heard) and is not conducted by individuals with a conflict of interest.
- IV. Receive advance written or electronic notice of the date, time, and location of any meeting or hearing they are required to or are eligible to attend. Accused individuals will also be told the factual allegations concerning the violation, a reference to the specific code of conduct provisions alleged to have been violated, and possible sanctions.
- V. Have a conduct process run concurrently with a criminal justice investigation and proceeding, except for temporary delays as requested by external municipal, state or federal entities while law enforcement gathers evidence. Temporary delays should not last more than ten (10) business days except when law enforcement specifically requests and justifies a longer delay.
- VI. Offer evidence during an investigation and to review available relevant evidence in the case file.
- VII. Present evidence, witnesses, and testimony at a hearing, where appropriate.

In cases of sexual misconduct, a thorough and fair investigation is conducted by the Office of the Title IX Coordinator. That process, set forth in the applicable Title IX policies identified in Section 5.A, allows each party the opportunity to provide verbal and written statements, identify witnesses who may be interviewed, and to respond to any information included in the investigative report, which will ultimately be provided to Community Standards, and, if applicable, a Student Conduct Body.

All information available during the course of the investigation must be submitted to the Office of the Title IX Coordinator during the investigative process. The Office of the Title IX Coordinator will determine the relevancy and admissibility of all information and witnesses presented and make the final determination as to whether the information presented should be included in the investigative report.

Students will not be permitted to submit evidence or identify additional witnesses to Community Standards or Student Conduct Body if available during the course

of the investigation. However, relevant new evidence or witnesses, unavailable³ during the course of the investigation, may be submitted to Community Standards two (2) business days prior to the hearing, as per Section 4(3)(B)(6-7) to be reviewed for relevancy and admissibility. Community Standards or the Student Conduct Body will make the final determination regarding relevancy and admissibility of all information and witnesses presented after the submission of the investigative report.

- VIII. A range of options for providing testimony via alternative arrangements, including telephone/videoconferencing or testifying with a room partition.
- IX. Exclude prior sexual history with persons other than the other party in the conduct process or their own mental health diagnosis or treatment from admittance in college disciplinary stage that determines responsibility. Past findings of domestic violence, dating violence, stalking, sexual exploitation, or sexual assault may be admissible in the disciplinary stage that determines sanction.
- X. Ask questions of the decision maker and, via the decision maker, indirectly request responses from other parties. In other words, the Respondent and Reporting Individual cannot directly question each other and will be expected to ask questions in writing through the Student Conduct Body.
- XI. Make an impact statement during the point of the proceeding where the decision maker is deliberating on appropriate sanctions.
- XII. Simultaneous (among the parties) written or electronic notification of the outcome of a conduct proceeding, including the decision, any sanctions, and the rationale for the decision and any sanctions.
- XIII. Written or electronic notice about the sanction(s) that may be imposed on the accused based upon the outcome of the conduct proceeding. For students found responsible for sexual assault, the available sanctions are suspension with additional requirements and expulsion/dismissal.
- XIV. Access to at least one level of appeal of a determination before a panel that is fair and impartial and does not include individuals with a conflict of interest (see Section 7.4)
- XV. Have access to a full and fair record of a student conduct hearing, which shall be preserved and maintained for a period of seven (7) years from the end of the

³ Evidence or witnesses that a student is choosing not to disclose or present due to participation in, or anticipated participation in, a criminal or civil proceeding is not considered unavailable.

academic year in which the student conduct referral was resolved. A records request can be made to Community Standards: communitystandards@albany.edu, (518) 442-5501, Campus Center 137.

- XVI. Choose whether to disclose or discuss the outcome of a conduct hearing.
- XVII. Have all information obtained during the course of the conduct or judicial process be protected from public release until the appeals panel makes a final determination unless otherwise required by law.

3. Temporary Directives & Actions

- A. When the Accused or Respondent is a student, the University will issue a “No Contact Order” meaning that continuing to contact the protected individual, either directly or through a third party, is a violation of University policy subject to additional conduct charges; if the Accused or Respondent and a protected person observe each other in a public place, it is the responsibility of the Accused or Respondent to leave the area immediately and without directly contacting the protected person.
- B. When the Accused or Respondent is a student and presents a continuing threat to the health and safety of the community, the Accused or Respondent may be subject to a temporary action in accordance with the Title IX Grievance policy or Section 6.2A regarding “Interim Suspension” as applicable pending the outcome of the student conduct process .
- C. Both the Accused/Respondent and the Reporting Individual shall, upon request, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of any Temporary Directives (See Section 6.2). The Accused/Respondent or Reporting Individual shall be allowed to submit evidence in support of their request.
 - I. The request for review must be submitted in writing to the Assistant Dean for Community Standards (by email: communitystandards@albany.edu or, if permissible, in person: Campus Center 137) within two (2) business days of the imposition of Temporary and/or Administrative Directives.
 - II. The University may establish an appropriate schedule for the Accused/Respondent to access applicable University buildings and property at a time when such buildings and property are not being accessed by the Reporting Individual.

Section 6: Sanctions and Temporary Directives

Failure to comply with sanctions and directives is a violation of University policy subject to additional conduct charges.

1. Sanctions

A sanction is a requirement or status that is issued as a result of either accepting responsibility or being found responsible for violating the student code of conduct, Community Rights and Responsibilities.

Disciplinary sanctions shall be communicated to students in writing via University email, which is the official means of communication between Student Conduct Administrators and students.

The determination of sanctions for violations of the Community Rights & Responsibilities shall be made by Student Conduct Administrator or Student Conduct Body. This determination shall take into consideration all relevant factors, including but not limited to, the facts and circumstances surrounding the incident(s) that gave rise to the violation, the Respondent's state of mind, any mitigating factors, and any past student conduct record of the Respondent. More serious sanctions may be imposed for multiple or repeated violations.

The following sanctions may be imposed once a determination has been made.

A. Written Warning

This is a lower-level sanction issued as a result of a formal Student Conduct Referral. This serves as a notice to a student that the behavior is counter to the expectations in the student code of conduct.

B. Disciplinary Probation

This is a higher-level sanction issued as a result of a formal Student Conduct Referral. Disciplinary probation is issued for a designated period of time between 6 months to 24 months, using 6 month intervals. If a student is found responsible for additional violations of the Community Rights and Responsibilities while on probation, more severe disciplinary sanctions may be issued. Having an active Disciplinary Probation status may impact your ability to hold positions with campus offices and/or organizations and other campus opportunities, such as studying abroad. Specifically, a student cannot: run for or hold certain campus-wide leadership positions including elected or appointed student government offices; hold a position in Residential Life; or serve on the Student Conduct Board.

Students issued a probation period of 12 months or more will have the option to complete the Community Reengagement (CoRe) Program; successful completion of the CoRe Program will end a student's active disciplinary probation status.

C. Deferred Suspension

This is a severe sanction issued as a result of a formal Student Conduct Referral that is imposed for a period of time no longer than one academic year. During this time the student remains enrolled at the University at Albany with the understanding that any additional violation of the Community Rights and Responsibilities may result in suspension or dismissal.

D. Deferred Removal from Residence

This is a severe sanction issued as a result of a formal Student Conduct Referral that is imposed for a period of time no longer than one academic year. During this time, the student remains enrolled at the University at Albany and lives in residential housing with the understanding that any additional violation of the Community Rights and Responsibilities may result in removal from residence.

E. Removal from Residence

Students who have a serious violation or series of violations, of the student code of conduct or the Residence Hall and Apartments License, will be required to leave campus residence either permanently or for a period of time. This sanction carries with it the penalty of forfeiting room and board charges for the semester in which the disciplinary action occurs. Depending on the nature of the incident, the student may also receive a form of disciplinary probation as part of this sanction.

F. Suspension - Disciplinary

Suspension is a severe sanction where the student is separated from the University for a period of time. A suspended student forfeits tuition and fees and does not receive academic credit for the semester in which the suspension occurred. If the student was issued an interim suspension or emergency removal, the student does not receive academic credit for the semester in which the interim suspension or emergency removal occurred. If a resident student, the student also forfeits room and board charges for the semester in which the suspension occurred. Residential Life policy prohibits suspended students from living in the Residence Halls after their suspension. A student who is suspended from the University is unable to register for and attend classes or to be present on University premises for a prescribed period of time.

Additionally, a registration hold is placed on the student's account, the student's access to Information Technology Services (i.e., University email, ePay, MyUAlbany, etc.) is terminated,

and the student will be withdrawn from their classes for the semester in which the suspension is enacted.

A suspended student will have an academic transcript notation of the suspension. For non-sexual misconduct violations, a notation of “suspended-disciplinary” is placed on the student’s academic transcript for a period of seven (7) years from the end of the academic year in which the student conduct referral was resolved. For sexual misconduct violations or for violations that are crimes of violence, defined as crimes that meet the reporting requirements pursuant to the federal Clery Act established in 20 U.S.C 1092(f)(1)(F)(i)(I)-(VIII), a notation of “suspended after a finding of responsibility for a code of conduct violation” is placed on the student’s academic transcript for a period of seven (7) years from the end of the academic year in which the student conduct referral was resolved.

Students who are suspended and wish to return to the University at Albany must first meet with Community Standards, prior to applying for readmission, to assess their readiness for readmission. Students who are Disciplinarily Suspended with conditions and who wish to return to the University at Albany must meet with Community Standards to also verify the successful completion of the conditions.

G. Dismissal - Disciplinary

A student who is dismissed (expelled) from the University is permanently separated from the community, permanently prohibited from being on University premises and shall never return to the University. The student forfeits tuition and fees and does not receive academic credit for the semester in which the dismissal occurred. If the student was issued an interim suspension or emergency removal, the student does not receive academic credit for the semester in which the interim suspension or emergency removal occurred. If a resident student, the student also forfeits room and board charges for the semester in which the dismissal occurred. Additionally, a permanent registration hold is placed on the student’s account, the student’s access to Information Technology Services (i.e., University email, ePay, MyUAlbany, etc.) is terminated, and the student will be withdrawn from their classes for the semester in which the dismissal is enacted.

A dismissed student will have an academic transcript notation of the dismissal. For non-sexual misconduct violations, a notation of “dismissed-disciplinary” is permanently placed on the student’s academic transcript. For sexual misconduct violations or for violations that are crimes of violence, defined as crimes that meet the reporting requirements pursuant to the federal Clery Act established in 20 U.S.C 1092(f)(1)(F)(i)(I)-(VIII), a notation of “dismissed after a finding of responsibility for a code of conduct violation” is permanently placed on the student’s academic transcript.

H. Residence Hall/Apartment or Campus Restriction

A student may be restricted from appearing in any or all residences, buildings, or grounds on campus if it is reasonably believed that the student poses a risk or threat to the health or safety of the campus community. Other restrictions may be imposed such as denial of access to specified campus classes, services, or programs.

I. Restitution

If University property is damaged or disrupted, an assessment of the damage/disruption will be made by the appropriate University department and/or personnel. The responsible student(s) may be billed as appropriate. Restitution for personal property cannot be resolved via the Student Conduct System.

I. Educational Programs & Service

Educational Programs & Services such as Alcohol Education Programs, Drug Education Programs, Community Service, By-Stander Intervention Programs, reflection or research papers, follow-up meetings, etc., may be used to supplement any other student conduct sanction.

Reflection and research papers assigned as a supplement to other student conduct sanctions must meet the same standards of academic work covered in Section 3.11.

K. Cease & Desist Directive

A written directive to a student prohibiting a student from contact and communication with another individual(s), either directly or through a third party. This may be issued reciprocally to multiple individuals.

L. No Contact Directive

A written directive only issued in cases involving an allegation of Sexual Misconduct. The No Contact Directive prohibits communication and contact with a protected individual, either directly or through a third party. If the Respondent (responsible student) and a protected person observe each other in a public place, it is the responsibility of the Respondent (responsible student) to leave the area immediately and without directly contacting the protected person.

M. Loss of Privileges

A written directive to a student prohibiting them from participating in certain specified events and/or activities. Student access to specific services may also be limited or revoked including but not limited to parking privileges.

2. Temporary Directives & Actions

A Temporary Directive is an interim measure taken, if reasonable under the circumstances, against a student pending a resolution of a University investigation and/or a Student Conduct Referral, with the exception of a Cease and Desist Directive. A Cease and Desist directive may be issued as a non-disciplinary directive for a temporary duration of time, such as, until one party is no longer a student at the University.

After a Temporary Directive is issued, the student shall, upon request, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of any Temporary Directives. The Respondent shall be allowed to submit evidence in support of their request. The request for review must be submitted in writing to the Assistant Dean for Community Standards (by email: communitystandards@albany.edu or, if permissible, in person: Campus Center 137) within two (2) business days of the imposition of the Temporary Directive. The Temporary Directive will remain in effect while being reviewed. The Assistant Dean for Community Standards, or their designee, shall review the request.

A. Interim Suspension

The Vice President, or their designee, may take action immediately to suspend a student from the University and remove the student from campus when the Vice President reasonably believes that the continued presence of such student would constitute a danger to the safety of persons or property. The suspension is temporary pending the resolution of the student's Student Conduct Referral as outlined in Section 4 and/or Section 5 of Community Rights & Responsibilities. Students are not permitted to participate in educational or University affiliated programs while on an interim suspension; this includes but is not limited to participating in or attending in-person or online courses, attending University events, and participating in club or intramural sports.

B. Temporary Removal from Residence

When the Director of Residential Life, or their designee, reasonably believes that the behavior of a resident student significantly detracts from the educational environment of the residence hall or constitutes a danger to the safety of other persons or property in the residence hall, the Director may temporarily remove the student from campus housing and restrict the student from the buildings and grounds of the residential complexes. The removal is temporary pending the resolution of the student's Student Conduct Referral as outlined in Section 4 and/or Section 5 of Community Rights & Responsibilities.

C. Temporary Residence Hall/Apartment Restriction or Campus Restriction

The Vice President, or their designee, may take action to temporarily restrict a student from appearing in any or all of the residences, buildings, or grounds on campus if it is reasonably

believed that the student poses a threat to the health or safety of the campus community. Other temporary restrictions may be imposed such as denial of access to specific campus services or programs.

D. Temporary Withholding of Degree

The Vice President, or their designee, may temporarily suspend academic degree clearance or withhold a student's academic degree when a University investigation or Student Conduct Referral is pending or when a student's full compliance with disciplinary sanctions are pending.

E. Cease & Desist Directive

A Student Conduct Administrator, the Title IX Coordinator, or their designee may take action to issue a written directive to a student temporarily prohibiting a student from contact and communication with another individual(s), either directly or through a third party. This may be issued reciprocally to multiple individuals.

F. Temporary No Contact Directive

The Assistant Dean for Community Standards, Title IX Coordinator, or their designee, in cases involving allegations of Sexual Misconduct, may issue a written directive temporarily prohibiting the Accused or Respondent from contact and communication with a protected individual, either directly or through a third party. If the Accused or Respondent and a protected person observe each other in a public place, it is the responsibility of the Accused or Respondent to leave the area immediately and without directly contacting the protected person.

G. Temporary Account Hold

The Assistant Dean for Community Standards, Title IX Coordinator, or their designee, may place an administrative or registration hold on a student's account when a University investigation or Student Conduct Referral is pending or when a student's full compliance with disciplinary sanctions are pending.



Section 7: Student Conduct Appeals

1. Introduction

An appeal is the process to request a review of the original student conduct referral outcome. The Respondent has the right to submit one appeal of the original decision. In cases of sexual misconduct, both the Respondent and the Reporting Individual have the right to appeal (see Section 7.4 for further clarification). An appeal does not rehear a student conduct case, but rather, determines if the conclusion reached in the original case is valid based on substantiation of a procedural error, new evidence, or the severity of the sanction.

2. Appeal Grounds

An appeal may only be filed on the grounds below and must meet at least one of the three standards to be considered for appeal.

- A. **Procedural Error:** Procedural error occurs when the policies outlined in Community Rights and Responsibilities are not followed, and as a result, the outcome of the case was significantly impacted. A procedural error and its impact on the case outcome must be clearly described in the appeal.
- B. **New Evidence:** This refers to new evidence that was unavailable during the original hearing, the investigation, or a scheduled meeting with a Student Conduct Administrator that could significantly impact the original finding or sanction. A summary of the new evidence and its potential impact must be included. This does not include information available to the appellant but not disclosed throughout any part of the student conduct process by choice (i.e., opting not to disclose information for any reason).
- C. **Sanction Severity:** A sanction(s) imposed as a result of the original student conduct meeting/hearing that is/are disproportionate to the student's conduct record and/or nature of the violation.

3. Appeal Procedure for Cases of Non-Sexual Misconduct

- A. The Respondent may file a timely appeal that meets the appeal grounds. The appeal must be submitted electronically, in writing, within seven (7) business days of receiving the decision letter via University e-mail. Instructions on how to file an appeal are provided in the decision letter. An appeal may not be submitted by a third party.
- B. The appeal, original conduct referral/record, and the imposed determination or the original Student Conduct Body's decision are reviewed by the Dean of Students, or their designee(s), to determine if the appeal is **timely AND meets the grounds** for appeal.

- C. The original decision and sanction will be upheld if the appeal is not timely or does not meet the grounds for appeal.
- D. If the appeal is timely AND meets the grounds, the Dean of Students, or their designee(s), may recommend the following actions:
 - I. Modify any of the decisions made by the Student Conduct Body or Student Conduct Administrator's: examples of possible modifications include, but are not limited to, changing a decision of "In-Violation" to "Not In-Violation" for one or more charges and/or changing the sanction to be less or more severe.
 - II. Reverse all decisions made by the Student Conduct Body or Student Conduct Administrator: in this case, the Student Conduct Body or Student Conduct Administrator's entire original decision regarding responsibility and sanctions are overturned.
 - III. Remand the matter back to the original Student Conduct Body or Student Conduct Administrator who heard the referral for a specific reconsideration or for the referral to be reheard, in part or in entirety.
 - IV. Remand the matter to a new Student Conduct Body or Community Standards for the referral to be reheard.
- E. Appeal findings shall be recommended to the Vice President or the Vice President's designee who will render a final decision. For appeals of academic integrity violations, appeal findings shall be recommended to the Provost, or the Provost's designee, who will render a final decision. A written notification of the appeal decision will be made via University email. This decision is final.

4. Appeal Procedures for Cases of Sexual Misconduct

- A. The Respondent and Reporting Individual may file a timely appeal that meets the appeal grounds. The appeal must be submitted electronically, in writing, within seven (7) business days of receiving their decision letter via University e-mail. Instructions on how to file an appeal are provided in the decision letter. An appeal may not be submitted by a third party. After the seven calendar day period, the Respondent and Reporting Individual will be notified regarding if an appeal was submitted or not by the opposing party.
- B. The appeal, original conduct referral/record, and the administrative agreement or the original Student Conduct Body's decision are reviewed by the Appeal Review Panel to determine if the appeal is **timely AND meets the grounds** for appeal.
- C. The original decision and sanction will be upheld if the appeal is not timely or does not meet the grounds for appeal.

- D. If the appeal is timely AND meets the grounds, the Appeal Review Panel, may take the following actions:
- I. Modify any of the decisions made by the Student Conduct Body or Student Conduct Administrator's: examples of possible modifications include, but are not limited to, changing a decision of "In-Violation" to "Not In-Violation" for one or more charges and/or changing the sanction to be less or more severe.
 - II. Reverse all decisions made by the Student Conduct Body or Student Conduct Administrator: in this case, the Student Conduct Body or Student Conduct Administrator's entire original decision regarding responsibility and sanctions are overturned.
 - III. Remand the matter back to the original Student Conduct Body or Student Conduct Administrator who heard the referral for a specific reconsideration or for the referral to be reheard, in part or in entirety.
 - IV. Remand the matter to a new Student Conduct Body or Community Standards for the referral to be reheard.
- E. The Appeal Review Panel makes the final decision. A written notification of the appeal decision will be simultaneously sent via University email to the Respondent and the Reporting Individual, respectively. This decision is final.

Section 8: Supplemental Policies

1. Good Samaritan Policy

- a. The health and safety of all UAlbany students is our priority. This policy empowers bystanders to respond to potentially dangerous situations without fear of reprisal. It supports the students who act responsibly and the students who need help. This policy applies to students and student organizations, and to emergencies on campus and off campus.
- b. If someone needs immediate medical attention, anyone who calls for help and anyone who receives emergency medical care is not subject to disciplinary sanctions for any violations related to alcohol or drugs. A student protected under this policy may still receive educational sanctions including but not limited to intervention programs offered by Counseling & Psychological Services (CAPS).
- c. Campus community members should know the following:
 - i. Sexual violence support and advocacy is available to all students. Students reporting sexual misconduct will not be sanctioned for drinking and/or using drugs — voluntarily or involuntarily — at the time of the incident.
 - ii. Students can use this policy more than once. However, repeated incidents will cause a higher level of concern for a student's well-being. In those cases, staff will follow up on each individual situation and use their professional judgement regarding amnesty.
 - iii. The University may contact a student's parents if the student is under 21 years of age and there is evidence of risk to their health, welfare, or safety — such as being taken to the hospital after using alcohol or drugs.
 - iv. UAlbany may record the names of students involved so staff can follow up on the students' well-being after the incident.

2. Hate or Bias-Related Crime

- a. The University at Albany strives to protect all members of the University community by prosecuting hate or bias-related crimes that occur within the campus jurisdiction. Criminal offenses may include, but are not limited to, assault, endangerment, imprisonment, manslaughter, murder, stalking, rape, kidnapping, burglary, larceny, and robbery.
- b. The full text of the applicable NYS law may be found in Section 485 of the NYS Penal Code. As with any conviction for a misdemeanor or a felony under NYS law, the punishment for hate crimes may include fines and/or imprisonment, depending on the underlying crime.
- c. If you are a victim of, or witness to, a hate or bias-related crime on campus, report it to the University Police by calling 911 in an emergency, using a Blue Light Phone, or campus telephone at 518-442-3131. You may also report to Community Standards at 518-442-5501 or communitystandards@albany.edu.
- d. Nothing contained in this policy shall be construed to limit or restrict freedom of speech and peaceful assembly.

3. Investigation of Violent Felony Offences

a. Violent felony offenses are defined in subdivision one of section 70.02 of the New York State Penal Law to include, but are not limited to, degrees/classes of: murder, manslaughter, kidnapping, rape, sodomy, aggravated sexual abuse, assault, burglary, robbery, arson, criminal possession of a dangerous weapon, etc.

b. All members of the University at Albany community are expected to immediately report all suspected or actual violent felony offenses occurring at or on the grounds of the University, to the University Police Department by dialing 911 from a University telephone or 518-442-3131 from a cell phone.

4. Investigation of Missing Students

a. A missing student is defined as any currently registered student of the University at Albany who has not been seen by friends, family members, or associates for a reasonable length of time, and whose whereabouts have been questioned and brought to the attention of a member of the University staff or faculty member.

b. The University Police will initiate an investigation when they are notified that a student, who resides in a University operated residence is missing, with no reasonable explanation for their absence. Ordinarily, the investigation will be initiated immediately after this notification.

c. In the event the student does not reside in a University residence, the appropriate municipal local police authorities should be notified. In the event of a missing student residing on campus, University Police will notify the parents/family members regarding the student's whereabouts.



STUDENT AFFAIRS & ENROLLMENT

Community Standards

Office of the Dean of Students

Campus Center 137

(518) 442-5501

[https://www.albany.edu/dean-students/
community-standards](https://www.albany.edu/dean-students/community-standards)

Effective December 16, 2025