

Reinforcement of [University Guidelines](#) for Students

Introduction

The university has put in place guidelines to help provide expectations for how students should protect themselves and others from the spread of COVID. These guidelines can be found in the [Return to Campus Guidance](#) and should be followed to ensure the safety of our community.

Classifications of violations of COVID prevention [guidelines](#) and potential corrective actions:

1. **Minor Violations**

Minor violations normally warrant referral to the Student Conduct, documented notification, and counseling on the first violation of COVID prevention [guidelines](#). Listed below are examples (not all inclusive of minor violations):

- Not wearing a face covering, or not wearing it properly
- Not practicing physical distancing procedures
- Not adhering to the guidelines specified in the housing contract for residential students
- Engaging in rude or discourteous behavior when violations of these guidelines are brought to the student's attention
- Improper use of personal face coverings, JHU issued face coverings, or PPE
- Presence on campus when not authorized to do so
- Failure to follow JHU department and infectious control policies covering personal hygiene, and standards regarding labs, wearing uniforms, scrubs, PPE, etc.

2. **Major Violations**

Major Violations normally warrant referral to the Student Conduct and sanctions ranging from a formal warning, probation and/or suspension on the first offense. Below are examples of major violations of guidelines (not all inclusive):

- Repeated refusal to follow guidelines (e.g. wearing of face coverings, practicing physical distancing, handwashing, etc.) or engaging in any activity detrimental to the operations of JHU and preventing the spread of COVID.
- Falsification of information regarding presence of symptoms of COVID.
- Lying, omitting or providing false information during a contact investigation.
- Smoking or vaping on any university campuses or properties, or on properties leased by the university.
- Failure to follow posted safety, security, health or fire prevention rules, or otherwise causing a safety hazard or failure to report an unsafe condition existing on the premises.

- Hosting and/or participating in a party/event that exceeds the gathering limit of 10 either on campus or in the communities immediately surrounding our Baltimore/DC schools/campuses.
- When confronted with violations of COVID prevention guidelines, engaging in disruptive, disorderly, unprofessional or inappropriate behavior, including but not limited to using profane and abusive language, practical joking, name-calling, yelling, arguing loudly in a public area, etc.
- Harassment or discrimination including verbal and/or physical conduct with regard to or on the basis of race, color, religion, national origin, sex, age, marital status, sexual orientation, disability, or veteran's status, where such harassment has the purpose or effect of interfering with an employee's work performance or creating an intimidating, hostile or offensive work environment.

3. Critical Violations

Critical Violations may warrant immediate *interim suspension pending review for suspension or expulsion* on the first offense. Listed below are examples of critical violations of guidelines (not all inclusive):

- Intentionally disregarding health and safety directives from university personnel.
- In response to being confronted with violation of COVID prevention guidelines, engaging in any violent acts on any university campuses or properties, or on properties leased by the universities. Acts of violent conduct, verbal threats and intimidation may lead to suspension and/or expulsion from the university.

The university reserves the right to investigate the inappropriate conduct of all students and determine the appropriate disciplinary action if policies are violated. Allegations of student non-compliance should be referred to [Student Conduct](#) and follow the procedures outlined in the [Student Conduct Code](#) and this document, the Reinforcement of University Guidelines for Students, to determine the appropriate disciplinary action for COVID safety concerns. The [Student Conduct Code](#) covers student and student group/organization misconduct.

The expectations for compliance with these guidelines are consistent with content found in existing university policy, specially outlined in the [Student Conduct Code](#). Some of the most pertinent content from the policy that apply to COVID include:

- "As members of the University community, students accept certain responsibilities which support the educational mission and create an environment in which all students are afforded the same opportunity to succeed academically."
- "Conduct that disrupts or interferes with the orderly functioning of the University, the performance of the duties of University personnel or other University business or activities, including without limitation studying, teaching, research, administration is prohibited."

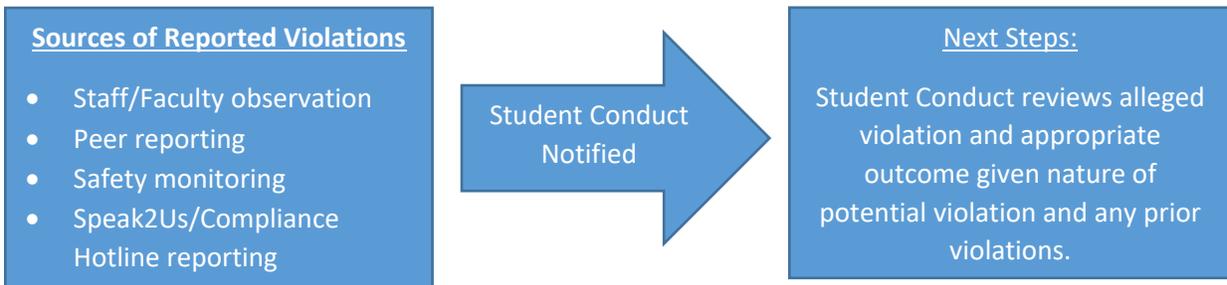
- “The physical or emotional abuse of any person or any action that threatens physical or emotional harm or endangers the physical or emotional well-being, health or safety of any person is prohibited.”
- “The failure to comply with the directions of University officials, administrators, faculty, or staff, or law enforcement acting in performance of their duties.”
- “The failure to comply with the terms of any University directives, interim measures, or disciplinary sanctions/corrective actions.”

Non-compliance with COVID campus health and safety guidelines could result in loss of access to university facilities as well as corrective and/or disciplinary action.

Anonymous reports or concerns can be made 24/7 by contacting the Speak2Us Hotline:

<https://secure.ethicspoint.com/domain/media/en/gui/65464/index.html>

How Student Conduct is Notified of Violation of Guidelines



Progressive Discipline Steps:

Referral to the <u>Student</u> Conduct Process	Potential Outcomes
Documented Notification	Student is notified that the student’s actions constitute a violation of the Student Conduct Code. This action is accompanied by an education intervention. While no punitive action is taken, student is put on notice that further violations will result in further disciplinary action.
Document Formal Warning	Student is notified that the student’s actions constitute a violation of the Student Conduct Code and receives a documented Formal Warning. This action is accompanied by an education intervention. Student is notified that further violations will result in further disciplinary action.

<p><u><i>Full Range of Sanctions</i></u></p>	<p><i>As outlined in the Student Conduct Code sanctions range from probation up to possible suspension and/or expulsion from the institution.</i></p>
<p><i>Probation</i></p>	<p>Student is notified that his or her status with the University for a specified period of time is such that further violations of any applicable University policies will result in his or her being considered for a “higher level” sanction including suspension or expulsion from the University. If at the end of the specified time period no further violations have occurred, the student is removed from active probationary status.</p>
<p><i>Denial of Privileges or Associations</i></p>	<p>Student is notified that, for a specified period of time, certain privileges or associations within or related to the University are withdrawn. This sanction may include without limitation the termination of University housing contracts, removal from athletic events, cessation on participation in recreational sports activities, and revocation of the privileges of using certain University facilities.</p>
<p><i>Deferred Suspension</i></p>	<p>In some cases, a sanction may be held in abeyance for a specified period of time. This means that, if the student is found responsible for any violation of University policy during that period of time, the student will be subject to the deferred sanction without further review in addition to the disciplinary action appropriate to the new violation. For serious misconduct, the conferring of an academic degree will be deferred for the duration of the sanction.</p>
<p><i>Suspension</i></p>	<p>Imposed upon a student who fails to adhere to policies, standards of conduct, and/or repeated offenses. The student is separated from the University for a specified period of time. The student must leave campus and vacate campus residence halls, if applicable, within the time prescribed and is prohibited from University property and events. A suspension may be effective immediately or at a later date in the discretion of the hearing administrator or board based on consideration of relevant factors, including without limitation the nature of the misconduct and the health and safety of the student and others in the University community. The student’s academic transcript will contain a notation for the duration of the suspension stating that the student was suspended by University action. The conferring of an academic degree may be deferred for the duration of the suspension. A student must receive written permission from the University prior to re-enrollment or re-application. While serving a disciplinary suspension, academic work completed at another institution will not be recognized for credit transfer.</p>

<i>Expulsion</i>	Expulsion means the permanent removal of the student from the University. Expulsion includes a forfeiture of all rights and degrees not actually conferred at the time of the expulsion, notification of the expulsion to the student’s division, permanent notation of the expulsion on the student’s University records and academic transcript, withdrawal from all courses according to divisional policies, and the forfeiture of tuition and fees. Any student expelled from the University is prohibited from University property and events and future reapplication to the University.

Information for appealing student conduct decisions should refer to the appeals process as outlined in the JHU [Student Conduct Code](#).

Relevant University Policies and References:

- [Return to Campus Guidance](#)
- [Student Conduct Code](#)