

304.4 STUDENT GRIEVANCE AND DISCIPLINARY PROCEDURES

The *WCCC Statement of Rights and Responsibilities* is an outline of the minimum expectations necessary to maintain a quality learning environment. It is expected that whenever a disagreement arises, both parties will attempt to solve their differences informally before recourse to the grievance procedure. The following is the exclusive procedure for all student grievances:

304.5 ACADEMIC APPEAL PROCEDURE

The *WCCC Statement of Rights and Responsibilities* is an outline of the minimum expectations necessary to maintain a quality learning environment. It is expected that whenever a disagreement arises, both parties will attempt to solve their differences informally before recourse to the grievance procedure. The following is the exclusive procedure for all student grievances:

If a grievance is academic in nature, involving conduct within the classroom or pertaining directly to the learning experience (for example, complaints about instructors, courses, grades or requirements), the following steps must be taken:

1. If a complaint is of a sexual or harassment nature, it must be immediately referred to Human Resources.
2. The student should make every possible effort to resolve an academic complaint by discussing it with the instructor or other people directly concerned.
3. Complaints not settled between the student and instructor shall be forwarded in writing to the Academic Dean or designee (located in the Office of Academic Affairs) within thirty (30) calendar days of the close of the semester in which the issue is reported. The Dean will consult the instructor before giving the student an informal judgment or may advise the student on an alternate strategy to handle the matter. The Dean will respond to the student within seven (7) working days.
4. Complaints not resolved between the student and Dean shall be submitted in writing to the Vice President for Academics and Student Services within seven (7) working days after decision by the Dean. The Vice President for Academics and Student Services will meet with the student to review the complaint and write a response within seven (7) working days of the review date. Judgments will be in written form and will become part of the student's record.
5. The decision of the Vice President for Academics and Student Services shall be final, unless within seven (7) working days after the receipt of the decision, either party files an appeal letter with the President. The President will review the matter and render a final decision.

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304.6 NON-ACADEMIC CONDUCT GRIEVANCE

If a grievance is non-academic in nature (all matters that are not related directly and specifically to academic concerns) and cannot be resolved informally between the parties involved, the grievant may request that the Assistant Dean for Academics and Student Services take action to resolve the matter. If the complaint is of a sexual or harassment nature, it must be immediately referred to Human Resources.

In developing responsible student conduct, disciplinary proceedings play a substantially secondary role to informal resolution including counseling, guidance and admonition. At the same time, the College has a duty and the corollary disciplinary powers to protect its educational purpose through the setting of standards of scholarship and conduct for its students and through regulation of the use of college facilities. In the exceptional circumstances when the preferred means fail to resolve problems of student conduct, procedural safeguards are provided to protect the student from unfair imposition of serious penalty. In all situations, procedural fair play requires that the student be informed of the nature of the charges against him/her and that s/he be given a fair opportunity to refute them.

The Assistant Dean for Academics and Student Services (Dean) has responsibility for non-academic discipline of students enrolled at the College. The Dean is authorized to take disciplinary action when a student violates the *College Standards of Community Conduct*, standards that govern acceptable behavior while present on College-owned facilities and properties or at College-sponsored events.

Any member of the College community who observes a student in such violation is to inform the Dean and submit a written statement. The Dean will initiate an informal investigation of the reported violation, in which case the facts regarding the student's conduct will be reviewed, resolution of the problem determined and a decision rendered. If a student is found to have committed an offense, appropriate disciplinary measures will be imposed by the Dean. The student will be informed in writing of the charges and related evidence, the decision rendered, and the right to a formal hearing before the Student Review Hearing Board.

1. Non-Academic Disciplinary Sanctions

Any of the following measures can be imposed on a student for violation(s) of the *College Standards of Community Conduct*, depending on the severity of the violation. Notices of disciplinary action taken will be filed in the student's records. The notice will be removed when the terms of the sanction are fulfilled, or at the end of the semester following the ruling. In cases where the decision involves separation from the College, the Vice President for Academics and Student Services (Vice President) and the President will be notified and the notification will be filed permanently in the student's record.

a. *Reprimand*

The student will receive verbal and/or written notice of infractions of specified standards of conduct and warning that future misconduct will result in more severe disciplinary actions.

b. *Restitution*

The student will be held accountable for college property that s/he has damaged or destroyed, removed and not returned.

c. *Probation*

The student will be subject to a time period of restrictions after which institutional authorities will determine if his/her behavior has improved. During this time, the student will not be permitted to represent the College in any activity or run for or hold any office in a student group or organization. Additional restrictions or conditions may also be imposed. Notification will be sent to appropriate college offices.

d. *Withdrawal*

The student will be given the opportunity to withdraw from the institution and no entry will be made in his/her official records other than withdrawal. S/he may return to school at the end of the time period as specified in writing.

e. *Temporary Interim Suspension*

The student will be suspended immediately and temporarily pending hearing. Temporary interim suspension shall become immediately effective without prior notice whenever there is evidence that the continued presence of the student on the College campus poses a substantial threat to him/herself or to others or to the stability and continuance of normal college functions.

A student suspended on a temporary interim basis shall be given an opportunity to appear personally before the Dean or a designee within five school days from the effective date of the temporary interim suspension. A hearing shall then be held on the following issues only:

- The reliability of the information concerning the student's conduct, including the matter of his/her identity.
- Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the student on the College campus poses a substantial threat to him/herself or to others or to the stability and continuance of normal college functions.

f. *Suspension*

The student will be dismissed from the College for a specified period not to exceed one year. Suspension can result in expulsion if terms of the suspension are violated.

g. *Expulsion*

The student will be permanently dismissed from the College.

h. *Other Disciplinary Sanctions*

Other sanctions may be imposed instead of /or in addition to a. through e., including work or counseling.

2. Student Review Hearing Procedures for Non-academic Matters

The purpose of the Student Review Hearing Board is to assist WCCC institutional authorities to arrive at a decision and resolution regarding student behavior that has been reported to be in violation of WCCC Standards of Community Conduct.

After receipt of written decision from the Dean regarding the matter, the student may choose to exercise the right to a review hearing. To do so, s/he must submit a written request to the Dean within seven school days from the date that the Dean issued his/her written decision. The Dean shall forward to the student within three school days of receipt of the student's request, a written statement that includes the charged infraction and related evidence, time and place of the hearing, and rights of the student to representation.

The Student Review Hearing Board will consist of seven (7) members including three faculty, two students and two administrators, appointed by the Vice President. The Review Board will assume responsibility for its procedural operation that will include appointing a chair and secretary. The Review Board will execute the proceedings insuring fairness, truth, justice and due process. The Board will render a judgment in writing to the Vice President for final action.

The following structure will be used in these proceedings:

- a. A hearing must be held no sooner than fourteen days or later than thirty days after the request has been received. The Dean shall notify all parties of the time/place for the hearing and will provide all parties with a copy of the written charge.
- b. Parties to the hearing may invite witnesses, advisors and/or personal legal counsel to be present. It is important to note that review hearings are informal in nature and aimed at providing due process. Review hearings are not to be construed as court proceedings. Legal advisors may not participate in the hearing except to advise their clients.
- c. Having heard evidence and asked questions, the Review Board will meet in closed session to render a decision. The decision will be based only on the evidence presented in the hearing. A majority vote by the board is required to render a decision.
- d. Review Board decisions must be provided in writing to the Vice President. The Vice President will direct the Dean to notify the student and other parties in writing of the Review Board's decision within ten days of the hearing date. If the decision involves suspension or dismissal from the College, the President will be notified.

The Review Board's decision will be final unless within three school days after receipt of the decision, either party files a letter with the Vice President, requesting an appeal of the Board's decision. Appeal of the Board's decision will be reviewed by the President, whose decision will be final.