



The prohibited behaviors described below compromise and negatively impact the Code statements shall not preclude enforcement of applicable federal, state, and local laws or ordi

other dangerous weapon, facsimile weapon, or use of an object as a weapon, in contravention of federal, state or local laws, or University policies and procedures. Additional information pertaining to weapons on campus can be found within Policy III-148 Prohibition of Weapons.

- c) name, logos and trademarks, finances, official signature, materials, letterhead) or facilities (including computer facilities) or state owned or state-controlled property, for commercial, personal, or political purposes.
- d) Tobacco: Smoking or tobacco use in any a campu

unreasonably interferes with, or denies the ability to participate in, or activities.

- d) Retaliation Intentional or materially adverse action against an individual who has made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing by any University student or employee. This does not apply to sanctions for failure to cooperate in an investigation.

4. *Respect*: University members show positive regard for each other and for the community. Behaviors that violate this value include but are not limited to:

- a) Harm: Action that intentionally or recklessly causes or threatens bodily harm, presents imminent danger, or endangers the health or safety of any person.
- b) Bullying and Cyberbullying: Repeated and/or severe aggressive conduct that intimidates or intentionally harms or controls another person physically or emotionally, or has the effect of insulting or demeaning any individual or group as to cause disruption in, or interference with, the orderly operation of the University; or infringes on the rights of a student or employee by interfering with severely or pervasively causing physical or emotional harm, and is not protected by law.
- c) Hazing: Endangering mental or physical health or safety of a student, or destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation.
- d) Sexual Misconduct: Sexual harassment, gender-based harassment

- a) Alcohol: Possession, consumption, distribution, or attempted distribution of alcoholic beverages in contravention of federal, state, or local laws regulations, or University policies and procedures or knowingly being present at the time of prohibited conduct.
- b) Drugs: Unauthorized possession, use, misuse, transfer, distribution or attempted distribution of legal drugs, illegal drugs, prescription drugs, controlled dangerous substances, or drug paraphernalia that are prohibited by state or federal laws or knowingly being present at the time of the prohibited conduct. Also prohibited is the use of any legally obtained drug, including alcohol, to the point where such performance.
- c) Failure to Comply: Refusal to comply with a request, directive, or order from a University official such as campus police officers, members of the University administrative staff or other authorized persons performing their official University duties and responsibilities.
- d) Other Policies: Violations of established policies, procedures, or regulations officially promulgated by the University and/or the State of New Jersey.
- e) Off Campus Behaviors: Off-Campus actions and/or behaviors that violate laws and regulations of federal, state, local agencies, or that violate the policies of the University. Please note that the use of social media off campus or concerning the University is governed by the same laws, policies, rules of conduct, and etiquette that apply to all other activities at or concerning the University. Even activities of a private nature conducted away from the University can subject you to disciplinary action if such activities reflect poorly on the University or interfere with the conduct of University business.

When there is an imminent danger to persons or property or when the University operations, the University President may request assistance from civil law enforcement officers.

Off-campus law enforcement officers have legal access to the campus at all times. When federal, state, or local law enforcement officers have reason to believe the law is being violated on the campus, they may take appropriate action on their own initiative

**D. Compliance with Laws.** Members of the University community including

applicable local, state, and federal laws and regulations governing conduct at educational institutions. Questions related to the interpretation or applicability of d questions and/or interpretation of laws and regulations should be directed to the Office of General Counsel.

- E. **Code of Conduct Adjudication.** Campus Hearing Board Procedures 1032 and 1033, and the Sexual Misconduct Procedure outline the administrative processes for adjudicating Code of Conduct violations.

Review History:

	Date
Policy Administrator	07/24/2020
Divisional Executive	07/24/2020
General Counsel	07/22/2020
Cabinet	07/31/2020
President	08/07/2020
Board of Trustees	09/23/2020

\*A cross-reference to Policy III-148 was added on June 9<sup>th</sup>, 2021.