



SECURITY OPERATIONS
& SYSTEMS

Mid Michigan College **Student Code of Conduct Policy, 2025-26**

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Mid Michigan College – Student Code of Conduct

Student Code of Conduct

Mid Michigan College endeavors to provide educational and community leadership that enhances the learning experiences of its students, staff, and College. To this end, the College strives to provide its students with a socially unhindered and secure environment. The student, in turn, is expected to adhere to standards and responsibilities toward other members of the Mid Michigan College population. The most important of these responsibilities is to refrain from interfering with the rights and accountabilities of others to teach, learn, and effectively manage the institution. Students are required to engage in responsible social and academic conduct that reflects positively upon the College and models good citizenship in the community. Students are expected to act in an accountable manner that promotes the learning environment and intellectual climate of the College. Conduct violations that disrupt the College environment are not tolerated and will be addressed, following the procedures outlined within this document.

The three forms of misconduct subject to disciplinary action are:

- Violations of civil/criminal law
- Disruption of the educational process
- Violation of College rules, regulations and policies

Jurisdiction

This Student Code of Conduct applies to:

- On-campus conduct of all students and student groups, including clubs and athletics
- Off-campus sites, internships, online learning communities controlled by the College, field trips, studies abroad, club and athletic events, and/or at any College-sponsored activity or event
- Off-campus conduct/behavior that may adversely affect the College and/or the pursuit of its objectives or values
- Any activity that may pose or create a serious risk of harm to the health and safety of students, employees, or individuals visiting the College
- Any activity that results in a police report being filed or an arrest made for criminal activity which may impact the College community

Part I: Definitions

For the purposes of document clarity, the following terms are defined:

The term **College** denotes Mid Michigan College.

The term **student** includes all persons taking courses full or part-time at the College, whether for credit or non-credit. **Student** also includes persons who withdraw from the College after allegedly violating the Student Code; those who are not officially enrolled for a particular term but who have a continuing relationship with the College; or those who have been notified of their acceptance for admission even though they are not currently enrolled in this institution.

The term **faculty member** means any person hired by the College to conduct classroom or teaching activities or who is otherwise considered by the College to be a member of its faculty.

The term **member of the College community** includes any person who is a student, College official, faculty member, visitor to the College, or any other person employed by the College.

The term **Conduct Officer/College Official** is an employee designated to address conduct related issues.

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The term **College premises** includes all land, buildings, facilities, and other property in possession of or owned, used, or controlled by the College (including adjacent streets and sidewalks); also, online learning communities controlled by the College.

The term **organization** refers to any number of students/student groups who have complied with the formal requirements for College recognition/registration.

The term **Hearing Committee** is any person or persons selected to hear the appeal of a decision made by the Conduct Officer. The Hearing Committee will consist of three (3) members selected from the Mid Cares Team.

The term **Appellate Board** is any person or persons allocated by the Vice President of Student Services to consider the final appeal of a decision made by Hearing Committee. The Appellate Board will be selected from members of the Mid Cares Team.

Disciplinary Records is a term referring to documentation of any student's code violations, assessed sanctions, and the completion of any said sanctions. Disciplinary records are maintained separately from the student's academic record but are part of the student's educational record.

The term **shall** is used in the imperative sense.

The term **may** is used in the permissive sense.

The term **policy** refers to the written regulations of the College as found in but not limited to: the Student Code of Conduct; the College's Campus Non-Discrimination, Harassment and Sexual Misconduct Policy; Title IX Sexual Harassment Policy; Alcohol and Other Drug Policy; Smoking and Weapons Policies; Anti-Hazing Policy; College Webpage and Computer Use Policy; the College Catalog.

The term **Complainant** refers to any student, faculty, staff or College vendor that submits a charge, alleging a Student Code violation. When a student believes that they have been a victim of another student's misconduct, said student will have the same rights under this Student Code of Conduct as are provided to the Complainant even if the charge was submitted by another College community member.

The term **Alleged Student** denotes any student accused of violating this Student Code of Conduct.

The term **Support Person** refers to a person accompanying a complainant or alleged student-respondent to any meetings or hearings selected by them to provide support. The function of the Support Person is to provide support and direction while not directly participating in the conduct process.

Part II: Student Code of Conduct Authority

The Vice President of Student Services, shall develop policies for the oversight of the student conduct system and procedural rules that shall be followed by the Student Conduct Officer during an investigation and through the final determination and sanction phase. These sanctions are consistent with provisions of the Student Code of Conduct. These policies work in concert with the policies of the Board of Trustees.

Decisions made by the Student Conduct Officer and/or Vice President of Student Services shall be final, pending any hearing or final-appeal process as described in this Student Code of Conduct.

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Part III: Proscribed Conduct

Jurisdiction

The College Student Code of Conduct shall apply to any conduct that occurs on College premises or at College-sponsored activities/events. It also addresses off-campus conduct that could adversely affect the College Community and/or the pursuit of its objectives. Each student is responsible for their conduct from the time of acceptance to the College through their academic life, even though the conduct may have commenced before classes began or after classes ended. In the event that a student withdraws from classes, the Student Code of Conduct shall continue if a disciplinary matter is pending. The Student Conduct Officer, in alliance with the Vice President of Student Services, shall decide on a case-by-case basis whether the Student Code of Conduct shall be enforced when the conduct occurs off campus.

Prohibited Conduct

Any student found to have committed or to have attempted to commit the following misconduct is subject to the disciplinary processes and sanctions as outlined in this policy:

Academic Misconduct

Academic Dishonesty

Any form of cheating or plagiarism/dishonesty which results in students giving or receiving unauthorized assistance in an academic exercise or receiving credit for work which is not their own.

Academic dishonesty may include use of Artificial Intelligence (AI). Prior to any use of AI, students should refer to course syllabi and/or communicate with their instructor to obtain guidance on the use or prohibition of use of AI.

Cheating

Cheating includes, but is not limited to the following:

- Using any sources not authorized by the faculty member such as textbooks, notes, websites, work of another student, to complete assignments. Giving or receiving content information relating to course assignments, quizzes, test, examinations to/from others unless authorized by the instructor.
- Using unauthorized electronic equipment, such as phones.
- Submitting academic work previously submitted in another course without authorization.
- Altering or tampering with grades.

Plagiarism

The intentional or unintentional use of the intellectual creations of another person or source without proper citation, stealing or passing off as one's own ideas, words, or images of another.

Fabrication

Intentionally falsifying or inventing any information or citation on any academic activity.

General Misconduct

Mid expects all members of the campus community to interact civically, respectfully, and adherently to the College's Core Values. Students are responsible for their own behavior. Mid, through this policy, has established a list of personal actions that are prohibited on College property, at College sponsored activities or events, or that place students, faculty, and staff at risk. The list is not intended to be exhaustive. Mid reserves the right to deem other behavior inappropriate that is not expressly outlined below.

Abuse/Disruption of the Conduct Process:

- Failure to obey a notice from the Student Conduct Officer, Vice President of Student Services or College official to appear for a meeting or participate in the College's Conduct process as it relates to the Student Conduct System
- Falsification, distortion, or misrepresentation of information to the Office of Student Conduct
- Disruption or interference with the orderly conduct of the Office of Student Conduct's investigation and/or proceeding
- Initiating a proceeding of the student conduct code in bad faith
- Attempting to discourage an individual's proper participating in, or use of, the Student Conduct System
- Attempting to influence the impartiality of the Student Conduct Officer, Vice President of Student Services or College Official assigned, and/or during the course of an investigation or proceeding
- Harassment (verbal or physical) and/or intimidation of a member of the Office of Student Conduct prior to, during, and/or after a Student Code of Conduct proceeding
- Failure to comply with the sanction(s) imposed under the Student Code of Conduct
- Influencing or attempting to influence another person to commit an abuse of the Student Conduct System

Alcohol Violation of Policy/Law

- The use, possession, consumption, sale, distribution, or unlawful manufacture of alcohol on Mid's campuses, while conducting College business or as part of College-sponsored activities or events
- Dispensing, selling or supplying alcohol to any person under the age of 21
- Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration
- Behavior must also comply with provisions of the [College's Alcohol and Other Drug Policy](#)

Bullying

- Includes physical abuse, verbal abuse, threats and/or other conduct which bullies, threatens or endangers the health or safety of any person
- Any acts of bullying when such acts repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond

Children on Campus

The College environment is not well-suited for the presence of young children. Generally, bringing children to Campus is discouraged. However, should circumstances arise that necessitate a child being brought to Campus, the following expectations will be enforced:

- Children must be with a responsible adult (parent/guardian), which means at the adult's side
- Children are not permitted in classrooms, laboratories, testing centers or other areas of instruction
- Children must remain quiet, controlled, and non-disruptive

Failure to comply with the above restrictions may result in a directive for the adult and the child to leave campus; continued incidents may result in further disciplinary action against the adult student.

Computer Misuse and Theft

Theft or other abuse of computer facilities and resources, including but not limited to:

- Unauthorized entry into a file to use, read, change the contents, or any other purpose
- Unauthorized transfer of a file
- Use of another individual's identification and/or password
- Use of computing facilities and resources to interfere with the work of another student, faculty member or College Official
- Use of computing facilities and resources to send obscene or abusive messages

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- Use of computing facilities and resources to interfere with normal operation of the College computing system
- Use of computing facilities and resources in violation of copyright laws
- Any violation of the College Computer Use Policy

Dishonesty

- Furnishing false information to any College official, faculty member, or Office
- Forgery, alteration, or misuse of any College document, record, or instrument of identification

Disorderly Conduct

- Conduct that is disorderly, lewd, or indecent.
- Physical abuse, verbal abuse, or threats that cause a person or persons to fear for their safety
- Breach of peace; aiding, abetting, or procuring another person to breach the peace on College premises or at functions, sponsored by or participated in, by the College or members of the academic community
- Any unauthorized use of electronic or other devices to make an audio or video recording of another person while on College premises (without his/her prior knowledge or without his/her effective consent) when such a recording is likely to cause injury or distress. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom

Disruptive Conduct

- Causing or creating a disruption or obstruction of College business, teaching, research, disciplinary proceedings, or other College activities including public service functions on or off campus, at other authorized non-College activities when the conduct occurs on College-owned property; interfering with someone's ability to be a student or do their job.

Drugs/Controlled Substance Violation of Policy/Law

- The use, possession, consumption, sale, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on Mid's campuses or at College-sponsored activities or events.
- Illegal misuse of prescribed drugs contrary to the prescription; give or sell the prescribed drug(s) to another person.
- Behavior must also comply with provisions of the [College's Alcohol and Other Drug Policy](#).
- On College property or at College-sponsored activities or events, the use, possession, distribution or transportation of marijuana in any form and for any purpose violates the Alcohol and Other Drug Policy and is prohibited.

Failure to Comply with Directions

- Failure to comply with directions of College officials or law enforcement officers acting in performance of their duties.
- Failure to identify oneself to these persons when requested to do so.

Hazing

The College defines hazing as 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:

- Are committed in the course of an initiation into, an affiliation with or the maintenance of membership in, a student organization

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- Cause or create 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, including:
 - 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 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 local, State, Tribal or Federal law
 - Any activity the induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
- Behaviors must comply with the College's Anti-Hazing Policy, which is available of the [College's Anti-Hazing webpage](#).

Obstruction/Disruption of College Operations

- Obstruction of the free flow of pedestrian or vehicular traffic on College premises or at College sponsored or supervised functions.
- Participating in an on or off-campus demonstration, riot or activity that disrupts the normal operations of the College and/or infringes on the rights of other members of the College community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.

Retaliation

- Retaliating in any manner against any individual who reports a conduct violation or who cooperates/participates in a conduct investigation is prohibited.
- Retaliatory behavior includes, but is not limited to, acts of intimidation, threats, harassment, bullying, or any other adverse action taken against an individual for reporting incidents and/or participating in an investigation.

Smoking/Tobacco Violation

- Failure to comply with the College's Smoking/Tobacco Policy.
- Mid prohibits smoking and/or the use of any tobacco products, vapor or e-cigarettes within or outside of all facilities, and on grounds that are owned, leased or operated by the College.
- Smoking is allowed *inside* of personal vehicles.

Theft/Damage of Personal Property

- Attempted or actual theft of and/or damage to property of the College or the property of a member of the College community; other personal or public property, on or off campus.

Unauthorized Possession/Use of College Property

- Unauthorized possession, duplication or use of keys to any College premises.
- Unauthorized entry to, or use of, College premises.

Violation of the College's Campus Non-Discrimination, Harassment, and Sexual Harassment Policy

Any of the following acts including but not limited to:

- Discrimination
- Harassment
- Sexual Misconduct
- Dating Violence
- Domestic Violence
- Stalking
- Coercion
- or any other acts that violate the policy

Contact information for the College's Title IX/Civil Rights Coordinator and corresponding policy information is available on the College's [Title IX/Civil Rights webpage](#).

Violation of Other College Policies

Students are responsible for familiarizing themselves and complying with all College Policies, which can be found on the College's website.

Violation of any federal, state or local law

Engaging in conduct that violates any federal, state, or local law, rule, regulation, ordinance or code. The conduct process may be initiated without regard to any arrest or the pendency of any criminal prosecution or civil litigation.

Weapons Violation of Policy/Law

- Possession of firearms, explosives, other weapons, or dangerous chemical on College premises or the use of any such item, even if legally possessed, in a manner that harms, threatens or causes fear to others.
- Behaviors must comport with the College's Weapons Policy
- The illegal use, possession, control or distribution of any weapons, including but not limited to firearms, pellet guns, air pistols/rifles, explosives, dangerous chemicals, knives, stilettos, brass knuckles, licensed weapons, objects or instruments possessed for use as a weapon or for direct or indirect delivery to another person for use as a weapon.

Violation of Law and College Discipline

College disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both criminal law and the Student Code of Conduct (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. At the discretion of the Vice President of Student Services, proceedings may be carried out prior to, simultaneously with, or following a civil or criminal proceeding off-campus. Determinations made or sanctions imposed under the Student Code of Conduct shall not be subject to change because criminal charges arising out of the same facts were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

When a student is charged by federal, state, or local authorities with a violation of law, the College will not request or agree to special consideration for that individual because of his or her status as a student. If the alleged offense is also being processed under the Student Code of Conduct, the College may notify off-campus authorities of the existence of our violation and how such matters are typically handled within the College community. The College will attempt to cooperate with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the

rehabilitation of student violators (provided that the conditions do not conflict with campus rules or sanctions). Individual students and other members of the College community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

Part IV: Student Conduct Code Procedures

Investigation and Proceeding Process

Mid upholds the principles of due process and affords students, alleged to have violated this policy, an opportunity to respond to the allegations. As a general rule, dispute resolutions will be available in two formats: the informal/mediation resolution and the formal/administrative investigation. The preponderance of the evidence standard is used for determination.

Any member of the College community may file a complaint against a student for violations of the Student Code of Conduct. A complaint should be submitted through Mid Cares, the College's online reporting platform or by contacting the Office of Student Conduct. A Student Conduct Referral Form, available on the [MidCares webpage](#), should be submitted as soon as possible after the alleged violation has occurred.

Informal/Mediation Resolution

An informal/mediation resolution is available under most circumstances, except for certain allegations of sexual violence (please refer to the College's Title IX Sexual Harassment and Campus Non-Discrimination, Harassment and Sexual Misconduct Policies). An informal process is available when it is deemed appropriate and suggested by the individual/investigator. The individual/investigator assigned to the Case will work with the parties to reach a resolution that will end the misconduct, prevent reoccurrence, and remedy its effects for the victim and/or the College. Minor sanctions may be imposed.

Formal/Administrative Resolution

A formal/administration resolution encompasses opening an investigation where the Parties involved are interviewed and afforded the opportunity to share their account of the events. The Parties are asked to provide any supporting documentation and note any witnesses that should be interviewed. All exculpatory (evidence that tends to justify or show a person's lack of involvement in an act) and inculpatory (evidence that tends to show a person's involvement in an act) evidence will be considered and using the preponderance of the evidence standard (more likely than not), a determination and finding will be rendered.

Resolution Process

The Vice President of Student Services or the Student Conduct Officer will assign an investigator, who may be either one of them or a designee. The individual/investigator assigned will review the reported incident and conduct an initial assessment. The assessment is intended to determine the appropriate response to the report. The assessment will include the following:

- Determine if the facts provided in the incident report fall within the scope of the Student Code of Conduct.
 - If it does not immediately appear to fall within the scope of the Student Code of Conduct, the report may be addressed by:
 - Engaging in a preliminary inquiry to gather additional facts;
 - Referred to another College policy/process, office or department for further resolutions; and/or,
 - Provide an informal resolution.
 - If the initial assessment determines that the reported incident does fall under the Student Code of Conduct, the following steps will be taken:
- Notify the student of the allegation(s); and,
- Provide the student with an opportunity to respond to the allegations and present all relevant information or other evidence.

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The individual assigned may determine or the responding party may request that a formal investigation be opened. In such cases, the individual assigned may serve as the investigator, or may assign the case to another individual.

Formal investigations into any alleged violation of the Student Code of Conduct will be prompt, fair, and impartial; conducted by College Officials who, at a minimum, receive annual training on this policy and processes; who do not have a conflict of interest or bias for or against the accuser or the accused; consistent with the College's adjudication processes; are transparent to all involved parties, and will employ the preponderance of evidence standard when rendering a determination.

The formal investigation will follow the general procedure below:

- The Investigator will notify the Alleged, in writing (e-mail is an acceptable method of delivery), that a formal investigation will commence and will outline the charge(s) and provide:
 - A copy of the Respondent/Alleged Rights
 - Information regarding possible sanctions that could be issued, should the Alleged be found responsible using the preponderance of evidence (or more likely than not standard)
 - An outline of the formal investigation process, as well as next steps
- The Investigator will meet with the Complainant, Alleged and any witnesses. This policy and the administrative model will be reviewed with the individuals involved. All Parties will be afforded the opportunity to share their version of events and request other witnesses.
- The Investigator will prepare the preliminary Case Summary and will send a copy to the Alleged and possibly the Complainant, for review; e-mail is an acceptable method of delivery.
- The Alleged will have five (5) days to prepare a written rebuttal to the information in the preliminary Case Summary and/or address any additional information, facts or witnesses that were unavailable during the investigation but could have a potential effect on the outcome of the case.
- The Investigator will consider any additional information and will conduct any additional interviews and/or investigations, as necessary.
- The Investigator will prepare a Final Case Resolution which will include their suggested findings, rationale, and proposed sanctions.
- The Vice President of Student Services, or designee shall serve as the Decision-Maker to render a Final Case Determination. The Vice President of Student Services may accept all or part of the investigator's suggested finding and sanctions or may reject all or part of the suggested finding and sanctions.
- A Final Case Determination letter will be prepared by the Vice President of Student Services, which will include the finding, rationale, and any sanctions imposed. The letter will be sent to the Alleged (depending on the circumstances, a copy may be provided to the Complainant as well).

This Determination will endeavor to end the misconduct, prevent reoccurrence, and remedy its effects for the victim and/or the College. Sanctions may be imposed.

Requesting a Hearing

If the accused student disagrees with the final determination rendered by the Decision-Maker, or with the sanctions imposed, the accused student or reporting party may request a live hearing before a hearing committee. The party requesting the live hearing must do so in writing within five (5) business days following the issuance of the Final Case Determination letter. Requests should be submitted, in writing, to the Vice President of Student Services. The Vice President of Student Services will be responsible for convening the hearing committee.

The committee will consist of three (3) Mid employees who are members of the Mid Cares Team, who have received training on the live hearing process, as well as how to conduct a hearing that is fair, impartial,

and free of bias. The hearing committee will be provided copies of the Case Summary, Final Determination, and any evidence provided/used to reach the Final Determination and Issuance of Sanctions.

Live Hearing Process and Procedures

Within five (5) business days, following receipt of the request for live hearing, the accused student and complainant will be provided with a written notice of the day, date, time, and location of the hearing; the names of the hearing committee; a list of potential witnesses (unless to do so would compromise their safety), and materials/evidence that the hearing committee will consider. To ensure that the parties have time to meaningfully prepare for the hearing, the hearing will be scheduled no sooner than 10 business days from when the hearing notice is sent. The Accused Student and Complainant may attend the hearing, present evidence and witnesses, and hear witnesses. Questions for witnesses should be directed through the hearing committee chair.

Live Hearing Rules and Regulations

- Students may be accompanied by a support person or advisor of their choice, so long as they did not witness the alleged incident. A student may choose to have an attorney as their advisor, and shall do so at their own expense. The support person or advisor shall not have a role in the hearing process, other than to advise the student. The advisor will not be permitted to ask or answer questions, make arguments, submit documents, or otherwise disrupt the hearing process.
- Questions from the accused student to witnesses or other involved parties will be directed through the hearing committee chair. The chair reserves the right to limit the scope of questions.
- The hearing committee, by majority vote, and using a preponderance of the evidence determine if the accused student is responsible or not for a conduct violation. If the student is found responsible then the committee will determine if the sanctions imposed were appropriate for the violation. The committee may uphold the sanctions imposed or lessen the sanctions, but they cannot assign more significant sanctions. This determination will be presented to the accused student in writing, within ten (10) business days after the conclusion of the hearing.
- Campus Liaison Officers may be present during the hearing, if deemed necessary by the College.
- The hearing is not open to the public, unless otherwise required by law.

Final Appeal

The accused student or College, retain the right to file an Appeal of the hearing committee's determination, with the Appellate Board. The findings and sanctions are acknowledged to be reasonably and appropriately determined. Therefore, the only grounds for appeal are:

- If a procedural (or substantive) error occurred that significantly impacted the outcome of the hearing (e.g., substantiated bias, material deviation from established procedures, etc.)
- To consider new evidence that was unavailable during the hearing, which could substantially impact the original finding or sanction; a summary of this new evidence and its potential bearing must be included
- The sanctions imposed are substantially disproportionate to the severity of the violation

The request for an appeal must be filed within five (5) business days of receiving the written Final Determination by hearing committee. Any party that files an appeal must do so, in writing (e-mail is an acceptable method of delivery), to the Hearing Committee Chair. Other parties will be notified that an Appeal has been filed and forwarded to the Appellate Board for consideration. Within fifteen (15) business days, the Appellate Board will determine if the request is timely and has merit; an Appeal decision will be rendered by the Board within an additional fifteen (15) business days.

Sanctions

Upon a determination of responsibility, the following sanctions may be imposed upon any student found to

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have violated the Student Code of Conduct:

- **Warning:** A written notice to the student that the student is violating or has violated institutional regulations
- **No Contact:** A notice that a student or students are not to approach or speak to each other or have contact using phone, email, text, social media, or third-party individuals; violation of the No Contact Order can result in further sanctions
- **No Trespass:** A notice that a student is prohibited from entering certain areas of College property; students are prohibited from any of Mid's locations that deliver educational course content or host Mid sponsored activities or events; this includes all College buildings, grounds, parking lots, roads and walkways. Violation of a No Trespass may constitute criminal trespass under Michigan Law and the College would have the authority to contact law enforcement
- **Probation:** A written reprimand for violation of specified regulations; Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student violates any institutional regulation(s) during the probationary period
- **Loss of Privileges:** Denial of specified privileges for a designated period of time
- **Fines:** Previously established and published fines may be imposed
- **Restitution:** Compensation for loss, damage, or injury; this may take the form of appropriate service and/or monetary or material replacement
- **Referral/Assessment:** Students may be required to arrange external assessment, counseling or treatment programs and release any results to the College; continued enrollment may be dependent on the results of such referrals
- **Contract:** A student may be required to refrain from (or to perform) specific activities; continued enrollment may be dependent on reports of success in meeting the stated criteria
- **Discretionary Sanctions:** Work assignments, essays, service to the College, or other related discretionary assignments; for academic matters such as plagiarism or academic dishonesty, sanctions may include, but are not limited to, failure of the course, failure of the assignment, or resubmission of work
- **Suspension:** Separation of the student from the College for a definite period of time after which the student is eligible to return; conditions for readmission may be specified
- **Expulsion:** Permanent separation of the student from the College
- **Revocation of Admission and/or Degree:** Admission to, or a degree awarded from, the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree or other serious violations committed by a student prior to graduation
- **Withholding Degree or Transcript:** The College may withhold awarding an otherwise earned degree or fulfilling a transcript request until the completion of the process stated in this Student Code of Conduct; this includes the completion of all sanctions imposed, if any

More than one of the sanctions listed above may be imposed for any single violation

Other than College expulsion, revocation or withholding a degree, disciplinary sanctions shall not be made part of the student's permanent academic record but shall become part of the student's disciplinary record. Upon application to and approval by the Vice President of Student Services, the student's disciplinary record may be expunged of disciplinary actions (other than suspension, expulsion, revocation or withholding of a degree).

In situations involving both an Alleged Student(s)/group or organization and a student(s) claiming to be the victim of another student's conduct, any sanction and process records shall be considered to be a part of the education records of both the Alleged Student(s) and the student(s) claiming to be the victim. The educational career and chances of success in the academic community of each may be impacted.

The following sanctions may be imposed upon groups or organizations:

- Any sanction listed above
- Loss of selected rights and privileges for a specified period of time

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- Deactivation; loss of all privileges, including College recognition for a specified period of time; possibly permanent Interim Suspension

In certain circumstances, the Office of Student Conduct, in collaboration with the Vice President of Student Services, may impose a College suspension prior to the investigation and/or final outcome. Interim suspension may be imposed:

- To ensure the safety and well-being of members of the College community or preservation of College property
- To ensure the student's own physical or emotional safety and/or wellbeing
- If the student poses an ongoing threat of disruption to, or interference with, the normal operations of the College
 - The student should be notified in writing of this action and the reasons for the suspension; the notice should include the time, date, and place of a subsequent Hearing at which time, the student may show cause why his or her continued presence on the campus does not constitute a threat
 - During the interim suspension, a student shall be denied access to the campus (including classes) and/or all other College activities or privileges for which the student might otherwise be eligible as determined appropriate by the Vice President of Student Services; the interim suspension does not replace the regular process which shall proceed on the normal schedule up to and through a Final Determination

Confidentiality

To the extent possible, the College will make reasonable and appropriate efforts to ensure the privacy of individuals who submit a report, complaint or grievance. The College will endeavor to protect confidentiality when conducting an informal or formal investigation and resolving the matter except as otherwise required by law. In matters where there is a Complainant and Respondent, the Complainant's name will be disclosed to the Respondent. If a Complainant insists that their name not be disclosed to the Respondent, the College's ability to respond to the matter may be limited.

Retaliation

All members of the College community have the right to file a good faith complaint or grievance and participate in an informal or formal procedure without the fear of retaliation. Retaliation includes, but is not limited to: intimidation, threats, harassment, or any other adverse action that is threatened or taken against the person that participates in a dispute resolution under this or any other policy. Any person found to have retaliated against another for participating in a dispute resolution will be in violation of College Policy and subject to disciplinary actions, up to and including, dismissal/termination.

Part V: Interpretation and Revision

Any question of interpretation or application of the Student Code of Conduct shall be directed to the Vice President of Student Services or his or her designee for final determination.

The Student Code of Conduct shall be reviewed each year under the administration of the Vice President of Student Services.

Part VI: Contact Information

Mid Campus Security
Harrison Campus
(989) 339-4204

Mid Michigan College Student Code of Conduct Policy

Mt. Pleasant Campus
(989) 339-7323

Police

Clare County
Emergency dial 9-1-1
Non-Emergency dial (989) 539-7166

Isabella County
Emergency dial- 9-1-1
Non-Emergency dial (989) 773-6116

Student Conduct

Matthew Miller
Vice President of Student Services
1375 S. Clare Avenue
Harrison, MI 48625
(989)386-6600
mmiller@midmich.edu

Student Wellness

Amy Campbell
Director of Counseling and Wellness Services
2600 S. Summerton Road
Mt. Pleasant, MI 48858
(989) 386-6622. Ext. 256
aacampbell@midmich.edu

Chief Title IX/Civil Rights Coordinator

Lori Fassett
AVP of Human Resources
Chief Title IX/Civil Rights Coordinator
Harrison Campus: 1375 S. Clare Ave, Harrison MI 48625; Main Building, Business Office 213
Mt. Pleasant Campus: 2600 S. Summerton Rd., Mt. Pleasant, MI 48858, Doan, Office 104
Telephone: (989) 386-6622, Ext. 692
lfassett1@midmich.edu

Deputy Title IX/Civil Rights Coordinator

Martricia M. Farrell
Office of College Compliance & Ethics
Deputy Title IX/Civil Rights Coordinator
Harrison Campus: 1375 S. Clare Ave, Harrison, MI 48625; Business Office, Room 205
Mt. Pleasant Campus: 2600 S. Summerton Rd., Mt. Pleasant, MI 48858; CLAB, LLS, Room 168C
(989) 386-6622 ext. 394
mfarrell@midmich.edu

Mid Policies Referenced

[Student Code of Conduct Policy](#)

Mid Michigan College Student Code of Conduct Policy

[Campus Non-Discrimination, Harassment and Sexual Misconduct Policy](#)

[Title IX Sexual Harassment Policy](#)

[Alcohol and Other Drug Policy](#)

[Weapons Policy](#)

[Anti-Hazing Policy](#)