

Updated June 2026



CODE OF STUDENT CONDUCT AND ACADEMIC INTEGRITY POLICY

v061126



New Jersey Institute of Technology

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ARTICLE 1: INTRODUCTION

1. The University seeks to create a community where rights and mutual responsibilities are both recognized and valued. The University promotes the intellectual and personal development of its student population within an environment of freedom of inquiry. In order to preserve this climate of academic freedom, students are expected and required to adhere to high standards of moral, ethical, and professional behavior.
2. The University will regulate conduct which affects its interests as an academic community. All members of the community are obligated to observe and adhere to the civil and criminal laws of the local, state, and federal authorities as well as to university regulations and policies.
3. This document refers to the procedures and regulations under the “Code”. Additional policies, judicial procedures and regulations which apply to students can be found in the Undergraduate/Graduate catalogs and publications about [Fraternity and Sorority Life](#), [Residence Life](#), [Sexual Harassment](#), and other published documents. Students are responsible for following all university policies.
4. The guidelines set forth below are intended to ensure that all persons accused of violating the “Code” adopted by the University are treated in a fair and just manner and are afforded an opportunity to have an alleged violation fairly adjudicated. The “Code” describes both expected and prohibited types of behavior, procedures for adjudicating offenses committed by students, and the sanctions which can be imposed for such violations.
5. The University reserves the right to modify, alter or repeal any of the procedures, rights or responsibilities set forth in this Code at any time. Such changes will be posted in appropriate official university vehicles, which may include its website, newspaper, electronic or print publications and any other communication vehicles which may be officially used, prior to taking effect.

ARTICLE 2: DEFINITIONS

The following definitions apply for the purposes of this ‘Code’:

1. **Administrative Conference:** a meeting scheduled between responding student and a Hearing Officer where the responding student has an opportunity to present information about an incident.

2. **Appellate Body:** The term “Appellate Body” means any person or persons authorized to consider the appeal of a hearing body’s determination that a student has violated the Student Code of Conduct or sanctions imposed.
3. **Business day:** Any day except Saturday, Sunday, and holidays when University administrative offices are open.
4. **Complainant:** Any individual or the University itself acting through one or more of its departments or personnel who has brought forth a complaint resulting in a charge of violation(s) of University policy.
5. **Conduct Advisor:** Students and complainants may request the support of a Conduct Advisor throughout the student conduct process. A Conduct Advisor may be any member of the NJIT community selected by the student, or a trained Conduct Advisor identified through the Office of the Dean of Students (ODOS).

Conduct Advisors serve as support persons to help students understand the process, prepare for meetings or hearings, and navigate the conduct system. ODOS maintains a list of trained Conduct Advisors who are familiar with the Code of Student Conduct and related University procedures.

Conduct Advisors may accompany students to meetings and hearings but may not speak on behalf of the student, present information independently, or otherwise participate directly in the proceedings. They do not serve as legal representatives.

6. **Good Disciplinary Standing:** A student is considered to be in good disciplinary standing when they are not currently on disciplinary probation, University Standing At Risk (USAR), suspension, or expulsion, have completed all assigned sanctions, and are not subject to active conduct restrictions that would interfere with participation in university programs or activities.

A student’s disciplinary standing is determined by the Office of the Dean of Students and is based on the student’s current status, compliance with sanctions, and, when relevant, the nature, severity, and recency of prior conduct, including violations of the Academic Integrity Policy. *Good disciplinary standing is separate from academic standing. Academic standing is based on academic performance, while disciplinary standing is based on compliance with university conduct policies.*

7. **Hearing Officer:** Any University staff member or administrator with responsibility for investigating and adjudicating student conduct cases.
8. **Faculty:** Any person having faculty, instructing staff, adjunct, or lecturer status.
9. **Member of the University community:** Any student, faculty member, University official, guest, licensee, or staff member at the university.

10. **Not Responsible:** An outcome of a hearing where there was insufficient information to determine that the respondent's behavior violated the Code of Conduct.
11. **ODOS:** Refers to the Office of the Dean of Students.
12. **Student Organization:** An organization in which two or more members are students enrolled at NJIT, whether or not the organization is established or recognized by the institution.
13. **Preponderance of the Evidence:** Refers to the evidentiary standard used to determine whether a violation of University policy has occurred. The standard is met when the available evidence shows that it is "more likely than not" that the respondent committed the violation. This means that the information indicates a greater than 50% likelihood that the violation occurred.
14. **Policy:** Any regulation of the university found or referenced in but not limited to the "Code", the Student Handbook, the Residence Life Guide, or the Undergraduate/Graduate Catalogs.
15. **Respondent:** Any student or organization alleged to have violated a University policy, regulation, or other officially approved rule.
16. **Responsible:** An outcome of a hearing where there was sufficient information to determine that the respondent's behavior violated the Code of Conduct.
17. **Separable-level Sanctions:** Separable-level sanctions are sanctions that separate or remove a student from the University, either temporarily or permanently. These sanctions include suspension, expulsion, or other disciplinary actions that result in the student losing enrollment status or being unable to continue attending the University for a period of time. Separable-level sanctions are also noted on the student's official transcript in accordance with University policy.
18. **Student:** Any individual enrolled in one or more courses at the university, whether graduate, undergraduate, full-time, part-time, matriculated, non-matriculated, day, evening, online or maintaining registrations. Those students living in university residences who attend other post-secondary institutions are included within this definition.
19. **Student Conduct Hearing Board:** Refers to trained members of the NJIT community that are convened to determine findings of responsibility and assign sanctions.
20. **University:** Refers to New Jersey Institute of Technology.

21. **University official:** Any person authorized by the University to act in a representative capacity within the scope of their professional or administrative responsibilities.
22. **University premises:** Any building, land (including adjacent streets and sidewalks) or facility, fixtures or equipment owned, leased, operated, controlled or supervised by the University.
23. **University sponsored activity:** Any activity, on or off campus, which the University officially recognizes, participates in, or supervises.
24. **XF Grade:** An “XF” is a disciplinary failing grade assigned for serious or repeated academic misconduct. The grade is treated the same as an “F” for GPA calculation, academic standing, and course repeatability purposes, but also includes a notation on the student’s official transcript stating “Failure due to Academic Dishonesty.” An XF may be assigned for an egregious act of academic misconduct, or when a student has several academic integrity violations. Under limited circumstances, a student may petition to remove the “X” portion of the grade after completing all sanctions, remaining violation-free, and satisfying the required waiting period.

ARTICLE 3: CONDUCT AUTHORITY

Section 1. Institutional Authority

The authority for student discipline rests with the Board of Trustees and is delegated through the President and the Senior Vice President for Student Affairs to the Office of the Dean of Students and designated hearing bodies, as listed in Section 3. This Code, as adopted by the Board of Trustees, shall take precedence over any lesser code that pertains to students.

Section 2. Role of the Office of the Dean of Students

The Office of the Dean of Students (ODOS) is responsible for overseeing the student conduct process and administering the Code, as delegated by the President. ODOS manages all reports of alleged misconduct and ensures that cases are resolved fairly and in accordance with University procedures.

Section 3. Hearing Bodies

Student conduct cases, including those involving academic integrity, are resolved by trained University officials, or designated hearing bodies. The appropriate resolution process is determined based on the nature, type, location, and severity of the alleged violation.

Cases may be adjudicated by:

- Staff members from the Office of the Dean of Students
- Trained professional staff from the Division of Student Affairs or other University departments, including but not limited to Residence Life professional staff, the Office of Student Involvement and Leadership, the Department of Institutional Access, and the Student Conduct Board

All individuals serving in a hearing role are trained by the Office of the Dean of Students on the Code of Student Conduct, applicable procedures, and decision-making standards. Decisions made by any of the above hearing bodies shall be final, pending the appeal procedures outlined in this Code.

Section 4. Jurisdiction

The Code of Conduct outlines NJIT's expectations for students and student organizations. It applies to conduct on NJIT property, during University-sponsored activities, and at off-campus locations affiliated with NJIT. This includes misconduct before classes begin, after classes end, during semester breaks, leaves of absence, and between enrollment periods. Under the Code, a student is defined as anyone (including full-time, part-time, and visiting students, as well as students auditing classes) from admission until graduation or permanent separation from NJIT.

Students in study abroad programs or external internships are subject to both NJIT's Code of Conduct and the host institution's policies. NJIT reserves the right to review alleged misconduct in these programs, impose additional sanctions, and remove students if their behavior violates University policies. Students removed for misconduct may face financial penalties associated with withdrawal.

Student organizations are responsible for misconduct at off-campus events they host, sponsor, or attend, including fraternity and sorority events, club sports, and academic gatherings. NJIT also retains discretion to address off-campus conduct that threatens health or safety, disrupts University operations, or violates NJIT policies, such as violent crimes, sexual misconduct, hazing, illegal drug distribution, or discriminatory harassment.

Recognizing that misconduct can occur in digital spaces, NJIT applies its Code of Conduct to online behavior, including email, social media, and other digital platforms. While NJIT does not actively monitor private online activity, it may investigate and respond to reported misconduct, such as harassment, threats, unauthorized recordings, or other policy violations. Online behavior that significantly disrupts the NJIT community or targets students or employees may result in disciplinary action, even if it occurs on personal accounts or private forums.

NJIT retains jurisdiction over students who withdraw, take a leave of absence, or graduate if the alleged misconduct occurred before their separation from NJIT. In cases of serious misconduct that would have resulted in expulsion, NJIT reserves the right to take disciplinary action, up to

and including the revocation of a degree. In addition to cases that would have led to expulsion, NJIT may also seek to revoke a degree in rare circumstances where misconduct, discovered after graduation, results in the student no longer meeting degree requirements.

NJIT's conduct process operates independently of legal proceedings, meaning disciplinary action may proceed regardless of whether criminal charges are filed, reduced, dismissed, or resolved in court. Students under investigation by law enforcement for potential NJIT policy violations must report this to the Dean of Students.

When necessary, the Office of the Dean of Students may consult with the Office of General Counsel to determine NJIT's jurisdiction over off-campus or online misconduct based on the nature of the violation, its connection to NJIT, and its impact on University operations. Students seeking clarification about the Code of Conduct or their rights may contact the Office of the Dean of Students.

ARTICLE 4: STUDENT RIGHTS

Students involved in the student conduct process are afforded the following rights:

1. **Right to Notice:** Students have the right to receive written notice of the alleged violation(s), including sufficient detail to understand the nature of the allegations and the applicable policies.
2. **Right to Information:** Students have the right to be informed of the student conduct process, including available resolution options and applicable procedures.
3. **Right to Respond:** Students have the right to respond to the allegations and to present information relevant to the case. This opportunity is primarily provided during the Administrative Conference or Student Conduct Board Hearing, as outlined in Article 6.
4. **Right to a Conduct Advisor:** Students and complainants may request the support of a Conduct Advisor throughout the student conduct process. A Conduct Advisor must be a member of the NJIT community. They serve as a support person to help the student understand the process, prepare for meetings, and navigate the conduct system. Conduct Advisors may accompany students to meetings and hearings but may not speak on behalf of the student, present information independently, or otherwise participate directly in the proceedings. The availability of a Conduct Advisor is not sufficient grounds for postponing meetings or hearings.
5. **Right to Review:** Students may review the information in their conduct records, in accordance with University procedures and applicable privacy laws. To review these materials, students must schedule an appointment with ODOS. Materials are made available for review in a supervised setting (in person or through a secure

University-approved format). While students may request review of their file, they may not copy, download, or record materials in their file.

6. **Right to a Fair Process:** Students have the right to a fair and impartial process conducted in accordance with University policy.
7. **Right to Reasonable Accommodations:** Students have the right to request reasonable accommodations for participation in the student conduct process by coordinating such accommodations with the Office of Accessibility and Resources (OARS). Accommodations should be requested in advance to allow sufficient time for review and implementation. Requests will be considered on a case-by-case basis; however, accommodations are generally not applied retroactively.
8. **Right to Privacy:** Student conduct records are maintained in accordance with the Family Educational Rights and Privacy Act (FERPA) and University policy.
9. **Right to Appeal:** Students have the right to request a review of a conduct decision in accordance with Article 9. The scope and availability of appeals depend on the type of resolution and sanctions assigned.
10. **Right to Decline Participation:** Students may choose not to participate in the conduct process. If a student declines to participate or fails to attend a scheduled meeting or hearing, the University may proceed with a decision based on the information available at the time of review, as outlined in Article 6.

ARTICLE 5: VIOLATIONS

Guiding Principles

1. The University will protect the safety and well-being of the campus community, as well as University-related facilities and property. This authority includes taking disciplinary action for offenses occurring off campus when, in the determination of the hearing body, they pose a substantial danger to, or adversely affect, the University community and/or the pursuit of its objectives.
2. The University will charge and, if found responsible, apply sanctions against any student organization or group when prohibited conduct is engaged in by members of the organization or group, or when such conduct is related to the activities and/or interests of that organization or group. For any violation of this Code, action may be taken against individuals, student organizations, groups, or any combination thereof.

3. Being under the influence of drugs and/or alcohol does not diminish or excuse a violation of the Code and may result in more severe sanctions.
4. Students must familiarize their guests with this Code. Students are responsible for the actions or behavior of their guests.
5. If a violation of University guiding principles, guidelines, rules, and/or regulations, published in this or other University documents or public statements, also constitutes a violation of law, the University may take disciplinary action against student offenders in addition to actions taken by law enforcement agencies within their respective jurisdictions. Such action is independent of, and may proceed before, during, or following civil or criminal proceedings. These actions are not subject to challenge on the basis that civil or criminal charges involving the same incident have been reduced or dismissed. The University may adjudicate violations subject to a civil or criminal proceeding taking place off campus if such violations have, or may reasonably be expected to have, an adverse effect on the University community and its objectives.
6. Any student who withdraws from, or fails to return to, the University while disciplinary action is pending will be ineligible for readmission unless the charges are dismissed or resolved. The University reserves the right to restrict such individuals from campus while disciplinary charges remain pending.
7. Attempts to engage in acts or behaviors prohibited by this Code, or to assist others in violating this Code, shall be treated as though the behaviors were completed and may result in the same sanctions being applied.

Section 1. Respect For The Campus Community

1. **Harassment, Intimidation & Bullying:** No student shall engage in conduct, whether physical, verbal, written, or in electronic form, that is so severe, pervasive, or persistent as to substantially disrupt or interfere with the orderly operation of the institution or the rights of a student to participate in or benefit from the educational program. This includes, but is not limited to:
 - a. Threats to another's safety, rights of personal privacy, or property.
 - b. Acts that interfere with another's education or participation in the NJIT campus community.
 - c. Engaging in conduct which a reasonable person should know, under the circumstances, will have the effect of insulting or demeaning any person or group, or causing alarm.
2. **Defamation:** Students are expected to communicate with honesty and integrity in all forms, including verbal, written, and digital communications. They are prohibited from knowingly making false statements about any member of the NJIT community and sharing those statements in ways that could harm the individual's reputation,

relationships, or standing within the community. This includes spreading false information with the intent to cause harm, embarrassment, ridicule, or damage to another person's character or credibility.

3. **Act of Bias:** No student shall commit an act against another person that is motivated by bias or prejudice, and that violates federal or state laws, and/or university policy. A bias act occurs when a student subjects another to discrimination, harassment, abuse, bullying, stereotyping, marginalization, or any other form of mistreatment because they identify or are associated with a particular group. Bias acts can be verbal, written, physical, or psychological behaviors committed on the basis of actual or perceived race, color, creed, national origin, nationality, ancestry, religion, sex, pregnancy, age, disability, marital status, gender identity and expression, affectional or sexual orientation, military service, veteran status, atypical cellular or blood trait, an individual's genetic information, status as a domestic violence victim/survivor or any other category protected by federal, state, or local laws (collectively referred to as "protected classes"). Any act of bias, discrimination, or harassment based on protected class(es) may be adjudicated under NJIT's Policy Prohibiting Discrimination and Harassment.

4. **Respect for Property:** Students are expected to respect the property of others and the University. The following behaviors are prohibited:
 - a. **Theft or Possession of Stolen Property:** No student shall take, attempt to take, or possess University, personal, or public property without the consent of the owner or person legally responsible for that property. This includes theft of services and acting as an accessory in such acts.
 - b. **Fraud or Misappropriation:** Procuring University services, resources, or property through false pretenses or deceptive means is prohibited. This includes defrauding, embezzling, or misusing University funds or access.
 - c. **Damage, Vandalism, or Misuse of Property:** No student shall intentionally or recklessly damage, deface, destroy, apply graffiti, litter, or otherwise vandalize University property or the property of others. This includes tampering with safety or security equipment and misusing facilities or equipment.
 - d. **Unauthorized Use or Access:** Entering or remaining in restricted areas, including buildings, rooftops, or facilities, without permission is prohibited. This also includes unauthorized or inappropriate use of property belonging to the University or others.

5. **Hazing:** No student shall take action, create, or participate in any activity or situation, whether formally or informally, that recklessly endangers another person's psychological, mental, or physical health for the purpose of initiation to and/or affiliation with any organization, group, team, club, or cohort. Such conduct violates University policy and is prohibited regardless of whether it violates local, state, or federal laws.

For the purposes of this policy, hazing includes observing hazing activities by individuals in a position to intervene but who fail to do so, including organization officers or leaders

who are aware of planned hazing activities and who condone or fail to prevent it, regardless of their participation.

Examples of hazing include, but are not limited to, forced consumption of alcohol, drugs, food, liquids, or undesirable substances; branding; paddling; beating; sexual rituals; and forced participation in criminal activity or activity that violates the Code of Student Conduct. Behavior falling within these categories constitutes hazing regardless of the consent of the participants. [Additional information about NJIT's Hazing Policy and associated grievance procedures can be found online.](#)

6. **Disruptive or Disrespectful Conduct:** Students are expected to conduct themselves in a manner that supports the academic, administrative, and social functions of the University. Disruptive or disrespectful conduct includes behavior that intentionally or recklessly interferes with any University activity or University-sponsored event, whether academic, administrative, recreational, or social.

Prohibited behavior includes, but is not limited to:

- Interfering with an instructor's ability to teach or students' ability to learn in a classroom or academic setting.
- Verbally or physically confronting, harassing, or otherwise disrespecting faculty, staff, or peers in a way that disrupts normal operations.
- Disrupting presentations, meetings, campus events, or University business, including governance or administrative processes.
- Obstructing the movement of people or impeding access to buildings or facilities.
- Encouraging or inciting others to engage in disruptive or obstructive behavior.
- Engaging in disorderly, threatening, or obscene conduct in any University setting.

This policy is not intended to limit academic freedom, peaceful protest, or classroom dissent when expressed in a respectful and orderly manner consistent with the [University's Student Demonstration Policy](#).

7. **Failure to Comply with Official Directives:** No student shall fail to comply with any written or verbal directives of university officials acting in the performance of their duties. This includes but is not limited to:

- a. Failure to identify oneself or provide proper identification when requested.
- b. Lying with the intent to deceive or misrepresent oneself with University documents.
- c. Failure or refusal to respond to a reasonable directive or report to an administrative office.
- d. Fleeing or attempting to flee when approached by a university official.

8. **Misuse of Documents:** No student shall intentionally furnish false information nor shall a student forge, alter, destruct, or misuse any university documents or data. This includes but is not limited to:
 - a. Altering or misrepresenting student records, identification, timesheets, and/or academic forms and/or files.
 - b. Conveying false information/documents for the purpose of defrauding or cheating.
 - c. Conveying information/documents known to be false.

9. **Unauthorized Posting:** Upon receiving University authorization, members of the campus community may advertise on-campus events on designated bulletin boards and posting areas only. Notices may not be placed on automobiles, windows, doors, wood, brick, glass, painted surfaces, etc. The event sponsors must remove advertising materials 48 hours after the event concludes.

10. **Unauthorized Recreational Activities:** Participating in recreational activities inside University facilities is not permitted unless it is part of a University authorized event or initiative. Examples of unauthorized indoor recreational activities include but are not limited to: hockey, skating, roller-blading, skateboarding, football, baseball, frisbee, tennis, bowling, and soccer.

Additional restrictions regarding unauthorized item use include:

- a. Bicycles, scooters, skateboards, roller-skates, roller-blades, or other recreational transportation devices are not permitted to be used within the interior of any University building. Use of these devices is restricted to outdoor areas and must be performed in a manner that does not:
 - i. cause damage to the ground or building structures, and/or
 - ii. interfere with the normal activities of the University and the University Community.Additionally, bicycles and scooters are not permitted to be stored within the interior of any University building. Bicycles must be parked in bike racks available near all facilities.
 - b. Hoverboards (hands-free Segway) or other recreational transportation devices containing lithium-ion battery packs are prohibited anywhere on campus.
[Additional information and the policy on lithium ion batteries is available online.](#)
 - c. The use of water balloons is restricted to outdoor areas only and must not impose on the normal activities of the University and the University Community.
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11. **Commercial Activities and Solicitation:** Solicitation for donations, business advertising, or selling items without written authorization from a University Official is prohibited. The unauthorized operation of any commercial enterprise on campus or in any University facility is prohibited.

12. **Violations of Local, State, or Federal Law:** Students are expected to comply with all applicable federal, state, and local laws. The University may pursue disciplinary action for conduct that would constitute a violation of criminal or civil law, regardless of where the conduct occurs or the outcome of external legal proceedings. This includes behavior occurring on or off campus, during University-related programs or events, and in digital or online spaces. The University retains the discretion to initiate its conduct process independently of law enforcement investigations or criminal court outcomes and may refer suspected legal violations to appropriate authorities when deemed necessary.
13. **Noise and Community Disturbance:** Students and Recognized Student Organizations (including fraternities and sororities recognized by NJIT) may not create excessive or unreasonable noise or engage in behavior that disrupts the peace, safety, or functioning of the NJIT campus or the surrounding community. Prohibited conduct includes, but is not limited to, loud music, parties, and repeated late-night disturbances, as well as any noise-related behavior that results in a citation or blue summons issued by law enforcement or is formally documented by University officials.

This policy applies to all on-campus locations and off-campus residences, including team houses and fraternity or sorority properties.

Section 2. Safety and Security

1. **Weapons:** No student shall possess or introduce to the campus any dangerous weapons including, but not limited to: firearms, explosives, knives (other than small pocket type or table knife,) compressed air gun, BB guns, paintball rifles or pistols, martial arts weapons, ammunition, dangerous chemicals, bows, arrows, items used as weapons in threats or actual acts of violence, or other potentially harmful objects. Replicas and facsimiles of weapons are considered weapons and are also prohibited.
2. **Interference:** No student shall interfere with the public and/or personal safety of others through negligent or intentionally improper acts including but not limited to: propping open doors which are normally locked; intentionally damaging door locks or safety mechanisms; and exiting or entering buildings through windows or unauthorized entrances.
3. **Physical Misconduct:** No student shall use unwelcome force or inflict bodily harm on any person, group, or animal.
4. **Threat to Safety:** No student shall engage in any activity or behavior that creates a threat or a perceived threat to the safety and well-being of themselves, the University, or others.

5. **Identification Cards:** All students are required to carry valid University identification cards and present them when requested to do so by a University Official. No student shall alter or forge any identification card or other document presented to show proof of age.
6. **Guest Responsibility:** When a student has a guest or guests on campus, the student assumes responsibility for the conduct of that guest or guests. All campus guests must carry a valid photo ID at all times and present that ID when requested by a University Official. [Additional information regarding policies in the residence halls that students are required to follow can be found online.](#)
7. **Unauthorized Access:** Unauthorized entry into University facilities or property without explicit consent is prohibited. No student shall possess, without explicit authorization by the appropriate University entity, any keys or codes to any University facility or premises. No student shall provide unauthorized access to anyone without explicit authorization by the appropriate University entity. Restrooms with gender designations are for the use of people with that gender identity.
8. **Dangerous Conditions:** No student shall engage in any activity or create a condition that endangers or threatens the health, safety, or well-being of themselves or others.
9. **Aiding and/or Inciting Prohibited Conduct:** No student shall aid, help, or otherwise assist another in violating any rule applicable to the “Code” or other university policy. No student shall encourage others to commit any acts prohibited in the “Code” or other university policy

Section 3. Alcohol/Drugs/Gambling/Smoking

1. **Alcohol:** The University prohibits the possession and consumption of alcoholic beverages for those under the age of 21. The sale, giving, serving, manufacturing, and dispensing of alcoholic beverages to those under the age of 21 is prohibited.

Unauthorized consumption of alcohol, public consumption, public intoxication, or the possession of an open container of alcohol, regardless of whether the individual is over 21, is prohibited. [Additional information related to alcohol policies can be found online.](#)

- a. **Excessive Consumption:** To discourage excessive consumption of alcoholic beverages, bulk containers of alcoholic beverages and items that encourage the excessive consumption of alcohol are prohibited on campus, in all facilities and residence halls, and for student organization events. This includes but is not limited to kegs, funnels, beer balls, draft containers of wine, beer pong tables, beer helmets, alcohol related games, etc.

- b. **Underage Possession/Consumption:** Students under 21 years of age may not possess or consume alcoholic beverages.
 - c. **Manufacturing/Dispensing:** The sale, giving, serving, manufacturing and dispensing of alcoholic beverages to those under the age of 21 is prohibited.
 - d. **Empty Containers:** Students under the age of 21 are prohibited from possessing any containers that once contained alcohol. Art or decorative projects/items using containers that previously contained alcohol is prohibited. Empty containers include but are not limited to beer bottles, liquor bottles, wine bottles, flasks, etc.
 - e. **Public Consumption/Intoxication:** Students are not permitted to consume alcohol or be intoxicated in public or common areas no matter their age. Exceptions to public consumption may include participation in a university-sanctioned event if a student is of legal drinking age. Public intoxication includes but is not limited to changes in speech, balance, and behavior, being unconscious, and vomiting.
2. **Drugs:** The University prohibits the use, possession, manufacturing, distribution, or dispensing of any controlled substance as defined by New Jersey State or Federal law. No student shall possess substances defined as controlled, other than personally prescribed medications. No student shall abuse or improperly use over the counter drugs/substances. The use or possession of prescription drugs prescribed to another person is prohibited. [Additional information related to marijuana guidelines can be found online.](#)
- a. **In The Presence of Illegal Drugs:** Knowingly remaining in the presence of drugs, drug use, and/or drug paraphernalia on campus or in any University facility is prohibited.
 - b. **Drug Paraphernalia:** Possession of drug paraphernalia on campus, in any residence hall, or in any University facility is prohibited regardless of whether it has been used or not. This includes but is not limited to bongs, bowls, pipes, grinders, hookahs, vaporizers, roach clips, etc.
 - c. **Manufacturing/Distribution:** Manufacturing, selling, transferring, giving away or exchanging something in return for substances defined by New Jersey or Federal law as illegal is prohibited.
 - d. **Use/Possession:** Use or possession of substances defined by New Jersey or Federal law as illegal is prohibited as is possession of substances other than personally prescribed medications. Students are not permitted to abuse or improperly use prescribed or over the counter substances.

The NJIT Amnesty Policy is designed to support students to obtain professional medical treatment for themselves or others when dangerously intoxicated or impaired without the threat of disciplinary action in certain circumstances. [Additional information regarding the Medical Amnesty policy can be found online.](#)

3. **Gambling:** No student shall gamble (stake or risk something of value upon the outcome of a contest of chance) for money or other valuables on University property or in any University facility without the expressed authorization of the University.
4. **Smoking/Tobacco Free Campus:** Smoking and the use of any tobacco product are strictly prohibited in all University-owned or leased buildings including residence halls, public spaces within the NJIT campus such as terraces, in front of buildings, walkways, parking garages and lots, University owned or leased vehicles, as well as all University owned outdoor property and recreation areas. For purposes of this policy, “tobacco product” means any substance containing tobacco or a tobacco-derived substance, including and not limited to cigarettes, electronic cigarettes, vapes, and oral tobacco, or any other preparation of tobacco. It also includes any product intended to mimic tobacco products, contain tobacco flavoring or deliver nicotine. This policy does not prohibit products approved by the U.S. Food and Drug Administration, when used for cessation. “Smoking” means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated tobacco or plant product, including marijuana and cannabis products, intended for inhalation, whether natural or synthetic, in any manner or in any form. Smoking includes the use of an electronic smoking device that creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking. The use of marijuana and cannabis products in any form is strictly prohibited (refer to the University Guidelines on Marijuana and Regulated Cannabis Use Policy) in all indoor and outdoor University-owned or leased spaces. [Additional information on the Smoke/Tobacco Free Campus can be found online.](#)

Section 4. Health and Safety

1. **Fire Safety:** No student shall cause or create a fire; attempt to set a fire; set off a fire alarm; initiate a false report; unnecessarily discharge fire extinguishers; damage, tamper with, dismantle, or disconnect any fire safety system or equipment. No student shall act in a manner that disregards fire safety rules. Students must evacuate any University facility when the fire alarm is activated.
2. **Prohibited Items:** Any item or device that constitutes a threat to fire safety on campus is prohibited. This includes but is not limited to: fireworks, flammable liquids, portable stoves, grills and/or barbecues, hoverboards, torches, etc. [Additional information regarding prohibited items in the residence halls can be found online.](#)

3. **Cooking and Appliances:** Cooking may only occur in University designated kitchens. Food that is cooking should not be left unattended for any reason and should be checked regularly. [Additional information regarding appliances in the residence halls can be found online.](#)
4. **Pets/Animals:** No pets are permitted in University buildings except service dogs, other service animals in training, and pre-approved emotional support animals. On-campus residents may only have fish in a tank of no more than 10 gallons. [Additional information regarding requesting accommodations can be found online.](#)

Section 5. Abuse & Misuse of the Conduct Process

1. **False Information:** No student may falsify, distort, or misrepresent information before a judicial body, a Conduct Officer, or in the course of a student conduct investigation. No student shall initiate a conduct proceeding knowingly without cause. No student shall provide false information to University officials who are acting in the performance of their duties.
2. **Disruption of the Conduct Process:** Disrupting or interfering with the orderly procedure of a conduct investigation or hearing is strictly prohibited. Students are also prohibited from harassing, attempting to harass (verbally, physically, or electronically), or intimidating any individual involved in any portion of the conduct process before, during, or after a conduct proceeding.
3. **Retaliation:** No member of the University community shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against a person who files a complaint, serves as a witness, or otherwise assists or participates in any conduct proceeding.
4. **Failure to Comply with Sanctions:** Failure to comply with or obstructing the implementation of sanctions issued by a judicial body is prohibited and can result in further conduct action. This includes but is not limited to violating the terms of probation, suspension, or restriction(s), not completing any portion of an assigned sanction by the deadline and failure to fully satisfy all components of a signed Informal/Alternative Resolution agreement in the designated time frame. In addition, no one shall aid, abet, or assist anyone in failing to comply with official sanctions. Failure to complete sanctions may also result in a hold on all University records and registration until the sanction is completed.

Section 6. Responsible Use of Information Systems and Technology

1. **Violations of the Acceptable Use Policy:** All students are required to observe the NJIT Acceptable Use Policy for Cyber Resources. Failure to comply with this policy is

considered a violation of the Code of Student Conduct. [Additional information regarding the acceptable use policy can be found online.](#)

2. **Unauthorized International Use of University Devices:** Students who are issued or authorized to use NJIT-owned computing devices (including laptops, tablets, and mobile devices) are responsible for complying with NJIT's *Use of University Issued Computing Devices When Traveling Internationally* policy. Students must review and follow all applicable requirements before traveling outside the United States with an NJIT-issued device.
3. **Unauthorized Recording:** No student shall make, attempt to make, or distribute any audio, video, or photographic recording of a person or class without the knowledge and effective consent of all parties involved. This includes private conversations, meetings, classroom activities, or other non-public interactions, whether on or off campus, and regardless of the device or platform used. The following are prohibited under this policy:
 - Secretly recording another person without their knowledge and consent.
 - Recording classroom lectures, discussions, or meetings without the advance permission of the instructor, unless authorized through documented disability accommodations.
 - Using hidden or undisclosed devices to monitor or record individuals.
 - Sharing, posting, or disseminating any recording, whether authorized or not, in a manner that invades privacy, causes embarrassment, or harasses others.
 - Making or sharing recordings that depict nudity, sexual activity, or other private settings without the clear, informed consent of all parties.

This policy does not apply to public events, spaces where no reasonable expectation of privacy exists, or recordings made for official law enforcement or investigative purposes. Violations may result in disciplinary action, up to and including suspension or expulsion, particularly when such recordings are used to harm, exploit, or intimidate others.

Section 7. Sexual Misconduct and Title IX Reporting

NJIT does not discriminate on the basis of actual or perceived sex, gender expression, gender identity, pregnancy or related conditions¹, or sexual orientation in its educational programs and activities. Pursuant to Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations, the university has adopted a Sexual Misconduct and Title IX Policy, which adjudicates sexual misconduct when it occurs: (1) in locations, at events, or in circumstances over which the university exercises substantial control over both the respondent and the context in which the conduct occurs; and (2) in any building owned or controlled by a student organization that is officially recognized by the university.

¹ Additional information on the University's Pregnancy or Related Conditions Policy can be accessed online at <https://www.njit.edu/titleix/pregnancy>.

This Policy may also apply to the effects of off-campus or online conduct when that conduct limits or denies a student's ability to participate in or benefit from NJIT's education programs or activities. Some conduct may fall outside the scope of Title IX but will still be addressed under this Policy. The Sexual Misconduct and Title IX Policy adjudicates the following prohibited sexual misconduct:

- Sexual harassment,
- Sexual assault,
- Domestic violence,
- Dating violence,
- Stalking, and
- Sexual exploitation.

Reports of sexual misconduct can be submitted online at njit.edu/titleix and will be reviewed and adjudicated under the [Sexual Misconduct and Title IX Policy](#).

ARTICLE 6: CONDUCT PROCESS

Section 1. Complaint or Referral

Any individual may report a student suspected of violating this Code to the ODOS. If another office receives a report of a suspected violation, the matter must be forwarded directly to the ODOS. If the alleged conduct is criminal in nature and is appropriately reported to Public Safety or another applicable law enforcement agency, the ODOS shall be notified.

Any NJIT employee with knowledge of an alleged incident involving a student must notify the ODOS with the relevant information, regardless of whether a report was made to law enforcement, a supervisor, or a department chair. A University Official may act as a complainant on behalf of the University and/or third parties.

A complaint should be submitted as soon as possible after the offense, preferably within ten (10) business days. However, there is no time limitation regarding the filing and subsequent commencement of proceedings hereunder.

Allegations of sexual misconduct as described in Article 5, Section 7 will follow the grievance procedures as defined in the Sexual Misconduct and Title IX policy.

Section 2. Processes for Resolution

Upon receipt of a report of alleged misconduct, the ODOS reviews the information and determines the appropriate course of action. This may include gathering additional details, formally processing the incident, or scheduling meetings with involved parties. If a meeting is

scheduled, parties will be notified of the date, time, and location through an official written notice (e.g., a Maxient letter) sent to the parties' University email account(s). Students are responsible for attending the meeting or submitting a request to reschedule as outlined in their notice letter. Failure to attend the scheduled meeting may result in the meeting being conducted in absentia, as outlined in Article 6, Section 6.

Depending on the nature and severity of the report, potential violations of University policy may be resolved through one of the following processes:

- a Conference Waiver,
- an Administrative Conference,
- or a Student Conduct Board Hearing.

The method of resolution is determined by the Office of the Dean of Students based on the nature, severity, and complexity of the case.

Section 3. Conference Waivers

In certain cases, a respondent may choose to waive their right to an Administrative Conference and accept responsibility for the alleged violation(s). A Conference Waiver is intended to provide an accelerated resolution process in cases where the respondent does not dispute the underlying behavior.

Eligibility

Conference Waivers are offered at the discretion of the Office of the Dean of Students and are not available in all cases. If a respondent does not accept responsibility via the Conference Waiver form the matter will be resolved through the Administrative Conference process.

Types of Conference Waivers

The Office of the Dean of Students may utilize one of the following options:

1. Conference Waiver with Pre-Determined Sanctions (Default)

This is the standard resolution model, where the respondent accepts responsibility for the alleged violation(s) and agrees in advance to the sanctions outlined in the waiver notice.

- Typically used when the behavior is not in dispute and an appropriate outcome can be determined in advance.
- By selecting this option, the respondent waives the opportunity to participate in an Administrative Conference and agrees to resolve the case based on the information available. There is no further opportunity for appeal.

2. Conference Waiver – Responsibility Only

In some cases, a student may be given the option to accept responsibility for the alleged violation(s) while sanctioning remains pending. This approach is typically used when responsibility is not in dispute (for example, when the respondent has acknowledged the violation), but additional review is needed to determine appropriate sanctions. In these situations, the student may submit a conference waiver indicating acceptance of responsibility. Once the sanctioning process is complete, the student will receive a formal outcome letter outlining the assigned sanctions. Appeals in these cases are limited to the grounds that the sanctions are substantially disproportionate to the violation.

Limitations

Conference Waivers are generally not available in cases involving:

- Respondents who have prior disciplinary history
- Potential suspension or expulsion, or assignment of an “XF” grade
- Significant safety concerns, including but not limited to, violence, harassment, or weapons
- Situations where the facts are disputed or require further review

The Office of the Dean of Students may decline to offer or accept a Conference Waiver when a more comprehensive review is necessary to ensure a fair and appropriate outcome. If a Conference Waiver is received and accepted, an official written outcome (e.g., a Maxient letter) is sent to the parties' University email account(s).

Section 4. Administrative Conferences

An Administrative Conference is typically scheduled following a report of alleged misconduct. The Administrative Conference serves as the primary opportunity for the respondent to present all relevant information, respond to the allegation(s), and provide any supporting materials.

During their Administrative Conference, students are expected to present all relevant information to their Hearing Officer. Information submitted after the conclusion of the Administrative Conference may be reviewed at the discretion of the Office of the Dean of Students but is not guaranteed to be considered as part of the initial decision-making process.

Hearing Officers may ask follow-up, repeated, or rephrased questions to clarify statements, ensure understanding, and assess the consistency of information provided. This is a standard part of the conduct process and does not, in itself, indicate bias or unfair treatment.

Following the conference and completion of the review, the Hearing Officer will determine whether a violation occurred and, if applicable, assign sanctions. The standard of review is the preponderance of the evidence. The determination will be communicated in an official written outcome (e.g., a Maxient letter) and is sent to the parties' University email account(s).

Section 5. Student Conduct Board Hearings

If, during the Administrative Conference, the Hearing Officer imposed a separable-level sanction (e.g., suspension, expulsion) or assigns an “XF” grade, the respondent has the right to request a review of the case by a Student Conduct Board. The Student Conduct Board serves as a final review body in these cases, as outlined in Article 9.

Section 6. Failure to Attend

The purpose of Administrative Conferences and Student Conduct Board Hearings is to provide students with an opportunity to respond to allegations of misconduct and provide relevant information for the investigation. The date, time, and location of these meetings are provided to students in writing through their university email. Students are responsible for attending the meeting or submitting a request to reschedule the meeting as outlined in their notice letter.

A decision may be rendered in the student’s absence if the student fails to attend the meeting. In such cases, the decision will be based on the information available at the time of review.

The student will be notified of the outcome, and absent extenuating circumstances approved by ODOS, no opportunity will be granted to submit new information for appeal purposes.

ARTICLE 7: INTERIM MEASURES

In certain circumstances where there is a threat to the safety and welfare of an individual or the community, interim measures may be implemented pending the outcome of a student conduct process. Interim measures may include, but are not limited to, the following:

1. **Interim Suspension:** When a student is determined by the ODOS to pose a likely threat to themselves, to other persons, to University property, or to the normal operations of the University, interim suspension may be imposed. The interim suspension may be implemented immediately and without prior notice upon recommendation of the ODOS. During an interim suspension, students lose regular student privileges, including the right to be present in campus residences, be on University premises, or engage in any University activities or privileges, as determined appropriate by the ODOS. The interim suspension shall remain in effect until the case is heard by the appropriate hearing body. If the student is incarcerated or the incident is pending criminal charges, the conduct process may be postponed as determined by the ODOS.
2. **Interim Suspension of a Student Organization:** When a student organization is determined by the ODOS or the Office for Student Involvement and Leadership (OSIL) staff to pose a likely threat to others, to University property, or to the normal operations of the University, interim suspension may be imposed. The proceeding may result in an

investigation and/or hearing in accordance with the procedures outlined herein. The organization may also be referred to OSIL and/or Fraternity and Sorority Life for further consideration and action.

3. **Interim Housing Suspension:** If it is determined by the ODOS or the Residence Life Office that a student's continued presence causes immediate concern to the safety of the residential community, that student may be immediately removed from housing pending the outcome of a student conduct process.
4. **No Contact Directive:** This directs specified parties to have no communication of any kind, including in person, in writing, by phone, on social media, through third parties (such as family or friends), and/or via computer or electronic communication devices.
5. **Campus Ban:** A measure to prohibit a student from entering or remaining on any university property, and/or attending university-sponsored events, for a specified period of time. The student's NJIT card will be deactivated. Students may not access campus facilities or utilize campus services unless they have received prior authorization from the Office of the Dean of Students. Failure to comply with this restriction may result in further disciplinary action and/or referral to relevant law enforcement for trespassing.
6. **Other measures/remedies:** Any other measure that may be instituted by the University to ensure the safety and well-being of the campus community. This may include restrictions regarding technology, interim academic measures, and the use of dispute resolution methods such as mediation or restorative practices.

Students or Registered Student Organizations placed on interim suspension, interim housing suspension, or interim campus ban have the right to submit a written appeal within three (3) business days of notification to the Senior Vice President for Student Affairs or their designee. The Senior Vice President for Student Affairs or their designee will review the appeal and determine whether the interim action should remain in place or be temporarily lifted pending the outcome of the student conduct process. The student or student organization will be notified of the decision, which is final.

ARTICLE 8: SANCTIONS AND RECORDS

Section 1. Sanctions Overview

The University has discretion to determine appropriate sanctions for any violation of the Code of Conduct. If a student or student organization is found responsible for, or accepts responsibility for, a violation, they may face one or more of the following sanctions or educational outcomes.

In determining appropriate sanctions, the University may consider factors including, but not limited to, the nature and severity of the behavior, its impact on the University community, and any prior disciplinary history. Sanctions may be tailored to the specific circumstances of each case. As such,

the following list is not exhaustive; additional sanctions may be imposed as appropriate. Sanctions may be imposed individually or in combination, and no single sanction must be applied before another is considered. Sanctions related to academic misconduct can be found in Appendix A.

Certain sanctions, including disciplinary probation, University Standing At Risk (USAR), suspension, and expulsion, result in the temporary loss of good disciplinary standing, as outlined in Article 2.

While the University does not typically impose monetary fines as a conduct sanction, students may be responsible for reasonable costs associated with completing assigned sanctions. These may include fees for educational programs, workshops, training sessions, or other required activities. These costs are not considered punitive but are part of fulfilling the assigned sanction.

Sanctions may have financial, academic, housing, or other impacts beyond the conduct process. For example, a suspension or expulsion may affect eligibility for tuition, housing, and/or meal plan refunds, which are determined in accordance with University refund policies, housing agreements, and other applicable contractual terms. Students are encouraged to consult with relevant University offices, including Financial Aid, the Bursar, Residence Life, Academic Advising, Athletics, and the Office of Global Initiatives for international students, as well as any external entities such as lenders or sponsors, to understand how a sanction may affect their individual circumstances.

Section 2. Sanctions for Individuals

1. **Disciplinary Warning:** A disciplinary warning formally indicates to a student or organization that they have violated university regulations and their behavior is unacceptable within the community. Any continuation or repetition of prohibited conduct will result in more severe sanctions.
2. **Disciplinary Probation:** Probation is written notice to a student or organization which has violated university regulations that their status as a student or organization in good standing has been removed for the duration of the probationary period and that they are subject to further sanctions including suspension and/or expulsion upon continuation or repetition of prohibited conduct. Disciplinary probation is imposed for a specified time period for observing and evaluating the student/organization's conduct. Any violation of the terms of probation shall be charged as a separate offense, subject to the hearing procedures set forth in this Code, with sanctions to include extension of probation, loss of privileges, suspension, or expulsion.
3. **Educational Sanctions:** These include projects, workshops, or assignments designed to educate a student or organization about the nature of the violation(s) committed, consequences of their actions, and strategies for avoiding further violations in the future.
4. **Expulsion:** Expulsion is a permanent separation from the University. A student who is expelled is not eligible to return or seek readmission. An expelled student may not:

- Be present on University premises, including, but not limited to residence halls, dining facilities, academic buildings, or other campus facilities, unless access is open to the general public and with prior permission from the Dean of Students or designee
- Participate in programs or events, including registered or recognized student organizations
- Be employed by the University in any capacity where employment is contingent upon student status

A student placed on expulsion will be withdrawn from all courses. In cases where an academic sanction is assigned, that outcome will be applied in accordance with University policy and may supersede withdrawal from the affected course.

Students who are expelled remain responsible for any applicable financial obligations to the University and should refer to relevant University policies and agreements.

A permanent notation of expulsion will appear on the student's academic transcript.

5. **Loss of Privileges or Access:** A student may be prohibited from entering specified campus spaces, facilities, or university-sponsored events for a designated period of time. This may also include temporary or permanent loss of parking privileges or loss of access to University resources. The student must comply with all restrictions and may not attempt to bypass them. Limited exceptions for academic needs may be granted with prior approval.
6. **Restitution:** Compensation to the University for any damage to University facilities or property.
7. **Restorative Sanctions:** These include projects or assignments designed to mitigate the harm done to the affected parties and restore the University community. Restorative sanctions may include (but are not limited to) service hours and letters of apology.
8. **Suspension:** Suspension is a separation from the University for a designated period of time, after which the student may be eligible to return. Conditions for reinstatement may be specified. During the period of suspension, the student may not:
 - Be present on University premises, including, but not limited to, residence halls, dining facilities, academic buildings, or other campus facilities, unless access is open to the general public and with prior permission from the Dean of Students or designee
 - Participate in programs, or events, including registered or recognized student organizations
 - Be employed by the University in any capacity where employment is contingent upon student status

A student placed on suspension will be withdrawn from all courses. In cases where an academic sanction is assigned, that outcome will be applied in accordance with University policy and may supersede withdrawal from the affected course. If applicable, the student will also be removed from University housing for the duration of the suspension. Students who are suspended remain responsible for any applicable financial obligations to the University and should refer to University policies and agreements regarding refunds, housing, and related matters.

A notation of suspension will appear on the student's academic transcript for the duration of the sanction.

- 9. University Standing At Risk (USAR):** This status is issued to students who have committed a serious policy violation that could have resulted in suspension or expulsion; however, the university has elected to offer the student a final opportunity to remain enrolled. While on USAR, the student is expected to demonstrate full compliance with all university policies and maintain a standard of conduct consistent with institutional expectations. Any future violations, regardless of severity, will likely result in immediate suspension or expulsion. This status serves as a final warning and remains in effect for a period specified by the University or until graduation, whichever comes first. Students placed on University Standing At Risk (USAR) are not considered to be in good disciplinary standing for the duration of this status.

Section 3. Additional Sanctions Pertaining to Residential Students

In addition to the standards outlined in the Code of Student Conduct and Academic Integrity Policy, residential students are required to comply with the terms and conditions of the University Housing Agreement, Residence Life standards, procedures, and other residential requirements published online. Violations may result in additional conduct action and the imposition of residential sanctions.

In addition to the sanctions listed above, the following sanctions may be applied to residential students:

- 1. Reassignment:** A student may be reassigned to a new space on campus at the discretion of a University Official. The student will be given a specified time period to move to that new assignment or be subject to suspension from the residence halls and further conduct action.
- 2. Suspension from Housing:** A student may be required to move out of the residence halls for a predetermined amount of time. Conditions for reinstatement to housing may be specified at the discretion of the University. While on suspension from the residence halls, the student may not enter any residential facility without the express authorization of the ODOS or the Residence Life Office. Any student who violates the terms of the

suspension can be subject to expulsion from the residence halls and face additional conduct action. Students removed from the residence hall due to a conduct violation are not subject to refund of housing related fees.

3. **Expulsion from Housing:** A student may be required to move out of the residence halls permanently. Any student expelled from housing is prohibited from entering all residential facilities. Students removed from the residence hall due to a conduct violation are not subject to refund of housing related fees. Any student who violates the terms of expulsion from housing can be subject to suspension from the University and additional conduct action.

Section 4. Sanctions for Organizations/Groups

Any combination of the sanctions listed above, the following sanctions, or educational outcomes may be imposed upon any student organization which has been found responsible for violations of the Code of Student Conduct:

1. **Notice of Reprimand:** A written notice that the organization's conduct was inconsistent with University expectations. This sanction serves as a formal warning that continued or repeated violations may result in more serious outcomes.
2. **Disciplinary Probation:** A defined period during which an organization must demonstrate its ability to comply with University policies and any assigned conditions. This status requires adherence to specific expectations or sanctions set by the University. As part of disciplinary probation, the organization may face a loss of privileges for a defined period of time. This includes, but is not limited to, restrictions on hosting or participating in events, accessing funding, reserving space, or representing the university, depending on the circumstances of the case. Any additional violations during the probationary period may result in more significant sanctions, such as suspension or loss of recognition.
3. **Suspension of Official University Recognition:** Loss of all or most organizational privileges for a specified period of time. During the suspension period, the organization may not operate as a recognized University entity, including hosting events, recruiting members, accessing University resources, or representing the University. Before being considered for reinstatement, an organization may be required to demonstrate that the issues leading to the suspension have been addressed, that leadership understands and will comply with University policies, and that all conditions of the suspension have been met.
4. **Permanent Revocation of Recognition:** Permanent loss of official University recognition and all associated privileges. The organization is no longer permitted to operate as a University-affiliated entity and is not eligible for reinstatement.

Section 5. Failure to Complete Sanctions / Administrative Holds

Students are responsible for completing all assigned sanctions within the specified timeframe outlined in their outcome letter. Failure to complete assigned sanctions may result in the placement of an administrative hold on the student's account, and additional charges under the Code of Conduct. Administrative holds may restrict a student's ability to register for classes, obtain transcripts, receive a diploma, or graduate until all sanctions are successfully completed.

The University reserves the right to maintain administrative holds until all conduct-related obligations have been fulfilled.

Section 6. Student Conduct Records

An electronic record of violations is maintained in the student's file by the ODOS. The ODOS shall maintain the official disciplinary records and a disciplinary tracking system, including, but not limited to, the student's name and related identifying information. Disclosure of conduct records will typically occur only with the written consent of the student, except as otherwise permitted or required by law, University policy, subpoena or court order, health or safety emergencies, or other circumstances permitted under FERPA or applicable law.

In cases not involving suspension or expulsion, all disciplinary records in the student's file shall be removed after seven (7) years of continuous non-enrollment at the University.

Section 7. Expungement of Records

The New Jersey Institute of Technology (NJIT) is required by law to retain a student's record for statistical purposes. The student conduct records may be destroyed seven years after the final decision is delivered to a student. These records may only be destroyed after a full review and directive by the Senior Vice President of Student Affairs or their designee. A student may submit a request to the Senior Vice President of Student Affairs or their designee to have their records expunged. Expungement in this context refers to the removal of the conduct record before the seven year period. Other reports associated with the student are maintained accordingly.

Eligibility: To be eligible for expungement, a student must meet all of the following requirements:

Undergraduate students must have completed at least 91 credits. Graduate student petitions will be considered on a case-by-case basis if the remaining stipulations have been met. It must be at least one (1) year since the completion of the last sanction issued.

Factors that will be considered in the review of the request shall include, but are not limited to:

- The nature of the violation(s)
- The number of violations

- Whether the student completed sanctions by the deadline imposed
- The student's behavior after the violation(s)
- The student's reason(s) for requesting the expungement
- How the student believes that they have contributed to the NJIT community
- Any other factors believed to be reasonable and appropriate

Exclusions: Students are not eligible for expungement if they have been found responsible for any of the following:

- Sexual misconduct
- Hazing
- Acts of violence or threats of violence
- Causing physical harm to another person
- Any case in which the imposed sanction included one or more of the following:
 - Failure of the course
 - "XF" grade designation
 - Suspension/Expulsion

Applying for Expungement: Expungement requests can be made via an [online request form](#). Any student submitting an expungement request should provide a thorough explanation of the reasons they believe an expungement is warranted. Once received, the Senior Vice President for Student Affairs or their designee will review the request and provide a written response. Submitting a request does **NOT** guarantee that an expungement will be granted.

The Senior Vice President for Student Affairs (or designee) has the sole authority to grant or deny any request for the expungement of a student's records. **This decision is final with no opportunity to appeal.**

If expungement is granted, the disciplinary record will be marked as expunged in the conduct system and will not be disclosed in routine conduct checks. However, the record will be retained for compliance and statistical purposes. If the student is found responsible for a subsequent violation, the expunged record may be reactivated and considered in future proceedings.

Disclosure Responsibility: Students should be aware that external institutions, licensing boards, graduate programs, or employers may still request or require disclosure of past conduct, regardless of the internal expungement status.

ARTICLE 9: APPEALS AND BOARD REVIEW

The purpose of the appeal and review process is to ensure that decisions are made fairly, based on the available information, and in accordance with University procedures.

Section 1. Types of Appeals & Appeal Stipulations

Appeals are processed differently depending on the level of the sanction assigned.

- a. **Administrative Appeals (Non-Separable Sanctions):** Cases that do not result in suspension, expulsion, or the assignment of an “XF” grade are reviewed under the administrative appeal process and are limited to the grounds outlined below.
- b. **Board Review for Separable-Level Sanctions:** Cases that result in suspension, expulsion, or the assignment of an “XF” grade are not subject to the standard administrative appeal grounds. Upon submission of an appeal, these cases will be reviewed by the Student Conduct Board as a final review process.

Cases resolved through a Conference Waiver have limited appeal options:

- **Pre-Determined Sanctions:** Appeal options may be limited or unavailable, as the respondent has agreed in advance to both responsibility and sanctions.
- **Responsibility Only:** Appeals are limited to whether the sanctions are too severe, since they are assigned after the respondent accepts responsibility.

Section 2. Administrative Appeals

This section applies only to students who wish to appeal the outcome of an **Administrative Conference** in cases where the assigned sanctions do **not** include suspension, expulsion, or the assignment of an "XF" grade. Appeals submitted under this section are limited to the grounds listed below.

Grounds for Appeal

1. **Procedural Error:** A procedural error so significant that it deprived the student of a fair disciplinary process.
2. **New Information:** To consider new information sufficient to alter a decision or other relevant facts not brought out in the original hearing only if such information or facts were not known to the person appealing at the time of the hearing.
3. **Disproportionate Sanctions:** The sanction(s) imposed is/are substantially disproportionate to the violation. The ODOS will review the appeal to determine if it meets the criteria.

Appeal Procedure

Students who wish to file an administrative appeal must complete the appeal request form provided in their outcome letter within five (5) business days of the date listed on their outcome letter.

The Appellate Officer will review the submitted materials to determine whether the appeal meets one or more of the approved grounds. The appeal process is not intended to serve as a continuation of the original hearing, but rather as a review based on the information available at

the time of the initial decision. This review is limited to the original case file and the information provided in the appeal. Although the Appellate Officer does not conduct a new hearing or reinvestigate the case, they may contact involved parties if clarification or additional context is needed to complete the review.

Appeal Decisions

After reviewing the appeal, the Appellate Officer may take one of the following actions:

- Affirm the original finding and sanction(s);
- Affirm the finding but modify the sanction(s), which may include increasing, decreasing, or otherwise adjusting the sanction(s) based on the review;
- Overturn the original finding and sanction(s).

Modifications to sanctions are based on the Appellate Officer's independent review of the record and are not a penalty for submitting an appeal. All decisions of the Appellate Officer are final, and not subject to further appeal.

Section 3. Review by the Student Conduct Board (Separable-Level Sanctions)

When a case results in suspension, expulsion, or an "XF" grade, the respondent may request a review by the Student Conduct Board, as outlined in Article 6. The Board is the final review body for these cases.

Student Conduct Board Composition:

The Student Conduct Board is made up of trained NJIT students, faculty, and staff who serve as voting members. Each hearing panel includes either three or five members. When possible, the panel will include a student from the same academic level as the respondent (undergraduate or graduate).

Each hearing is led by a non-voting Chair, who must be a faculty member or University Official. The Chair manages the process and ensures the hearing runs fairly and smoothly, but does not vote on the outcome.

Key details about the Board:

- Decisions are made by majority vote; abstentions are not allowed.
- In cases where relevant expertise is needed, an independent authority (e.g., a faculty member from a specific academic department) may be invited to provide clarification on technical or specialized aspects of the case.
- Board members must complete required training coordinated by ODOS, typically held at the start of the academic year.

- Students, faculty, and staff may serve on the Board if they meet eligibility requirements and complete training.

If a complainant or respondent believes a Board member or the Chair has a conflict of interest or bias, they must submit a written objection to ODOS within one (1) business day of being notified of the panel. The objection should explain the concern in detail. If ODOS finds a valid issue, a replacement will be assigned.

Hearing Procedures

When a respondent requests a Board hearing, ODOS will schedule both a pre-hearing meeting and the hearing date. Because these hearings require significant coordination of multiple schedules, requests to reschedule are granted only for compelling reasons. ODOS may require documentation to support such requests.

Before the hearing, respondents may attend a pre-hearing meeting with their Hearing Officer or another ODOS staff member. This meeting is used to confirm attendance, review the process, raise concerns about board members, ask questions, and submit any additional documents or witness information for the board's review.

Hearings are conducted in private to protect confidentiality. Attendance is limited and determined by the Chair and ODOS, unless otherwise required by law. Both the complainant and respondent may bring a Conduct Advisor who is a member of the NJIT community. Advisors may provide guidance but may not speak or participate during the hearing.

The hearing process includes the following steps:

- The hearing begins with opening statements from both the complainant and the respondent. These statements may include a general overview of the incident and any supporting evidence. Board members, the Chair, and both parties may ask questions during this phase.
- The Hearing Officer who conducted the investigation, when not serving as the complainant, may be called to summarize the report. The complainant, respondent, Chair, and Board members may ask questions following this summary.
- Witnesses may be called with prior notice to ODOS. Witnesses appear individually and do not remain for the duration of the hearing. They must have directly observed the incident or provide relevant, first-hand information as determined by ODOS. Witnesses may be questioned by both parties, board members, and the Chair, and are excused after providing statements. If a witness is not able to attend the Board Hearing, they may provide a written statement for review. Statements must be sent to the ODOS in advance of the hearing to be considered.
- After the presentation of evidence, the hearing concludes with closing statements from the respondent, complainant, and Hearing Officer (if necessary). Board members may ask final questions before entering deliberations.

Once all non-board participants are excused, the Board begins deliberations. Responsibility for each charge is determined separately and based solely on the evidence presented during the hearing. The standard of review is the preponderance of the evidence.

If the respondent is found responsible, the Board may consider the student's conduct history (if applicable) when determining sanctions. The board has the authority to uphold, reduce, or increase any sanctions previously assigned by the Hearing Officer.

The respondent will be notified of the Board's decision in writing within a reasonable timeframe consistent with University procedures. **The decision of the Student Conduct Board is final.**

ARTICLE 10: REVISIONS TO THE CODE

Individuals affiliated with the University conduct system may submit, in writing, any concerns or suggested modifications to the Senior Vice President for Student Affairs for consideration. Upon review and consultation with University legal counsel and any other pertinent individuals, the Senior Vice President for Student Affairs will consider the proposal.

If the proposed change is editorial or minor in nature, the Senior Vice President for Student Affairs may approve or disapprove the change. If the proposed change is substantial, the Senior Vice President for Student Affairs will provide a recommendation to the President of the University. The President, after reviewing the proposed modification, shall determine whether to approve the modification and, if so, present it to the Board of Trustees for approval.

APPENDIX A: UNIVERSITY POLICY ON ACADEMIC INTEGRITY

Section 1. Purpose

New Jersey Institute of Technology is an institution dedicated to the pursuit of knowledge through teaching and research. The University expects that its graduates will assume positions of leadership within their professions and communities. Within this context, the University strives to develop and maintain a high level of ethics and honesty among all members of its community. Imperative to this goal is the commitment to truth and academic integrity.

This commitment is confirmed in this NJIT policy on Academic Integrity. The essential quality of this policy is that each student shall demonstrate honesty and integrity in the completion of all assignments and in the participation of the learning process. Academic misconduct may take many forms, including, but not limited to, cheating, plagiarism, fabrication, falsification, unauthorized collaboration, and misuse of artificial intelligence or other technologies.

In addition, the use of artificial intelligence or other technologies may constitute academic misconduct when used in a manner inconsistent with instructor expectations or without proper

disclosure or authorization. Additional information on expectations regarding artificial intelligence can be found in the [Responsible Use of Artificial Intelligence Statement](#).

This policy defines reporting procedures for potential instances of academic misconduct, identifies behaviors that may violate the principles of academic integrity, and describes a range of appropriate sanctions for offenses.

Section 2. Violations

Academic Dishonesty

Academic Dishonesty is defined as any act or omission not specifically mentioned in the Code that is outside the customary scope of preparing and completing academic assignments and/or contrary to the stated policies concerning academic integrity.

Examples include, but are not limited to:

- Failing to comply with assignment or exam instructions, or directives provided by examination proctors.
- Continuing to answer questions after the exam period ends or after leaving the testing space.
- Refusing to move seats or stop an activity when instructed by a proctor.
- Opening unauthorized tabs, apps, or software during an online exam.
- Covering your webcam or leaving the testing area during a proctored online exam.
- Submitting a group project but claiming full individual credit.
- Intentionally uploading corrupted or blank files.

Cheating

Cheating is defined as the intentional use, provision, or attempted use or provision of unauthorized assistance, materials, information, or study aids in any academic exercise. It also includes actions taken to prevent another student from using authorized resources.

Examples include, but are not limited to:

- Copying or attempting to copy answers from another student's exam, quiz, or assignment.
- Looking at another student's work during a test or academic exercise.
- Using or possessing unauthorized materials during an exam, such as notes, textbooks, formula sheets, sticky notes, or unapproved calculators.
- Using electronic devices, such as smartphones, smartwatches, smart glasses, earbuds, digital cameras, personal data assistants (PDAs), data storage devices, or computers, without explicit permission during exams or assignments.
- Accessing the internet or unauthorized applications during a closed-book or closed-device assessment.

- Possessing or using test materials, notes, answer keys, or assignment solutions obtained without permission from the instructor or institution.
- Having someone else take an exam, quiz, or other assessment on one's behalf, or impersonating another student to complete an academic task.
- Memorizing and submitting externally sourced codes, formulas, or programs that were not independently developed, and which are not permitted by the instructor.
- Offering, sharing, or receiving answers or other unauthorized information related to a test or assignment, either during or after its completion.
- Collaborating on an assignment or exam that is intended to be completed individually, without instructor approval.
- Hiding or damaging study materials, blocking access to shared resources, or providing false information to disadvantage another student academically.
- Using generative artificial intelligence (AI) tools to produce responses, code, or solutions for any part of an assignment or exam without the explicit permission of the instructor.
- Submitting AI-generated content or output as one's own work in a context where such assistance has not been approved or acknowledged.
- Intentionally helping or attempting to help another student engage in any of the behaviors listed above.

Contract Cheating

Contract cheating is defined as: The use of a third party or source, including a person, company, website, or generative artificial intelligence tool, to complete academic work (e.g., labs, exam papers, quizzes, homework assignments, sketches, graphic design, programming, etc.), or facilitating the use of such services, for which a student then submits the work for credit. This applies whether the assistance is paid or unpaid and includes unauthorized outsourcing of any portion of assigned work.

Examples include, but are not limited to, the following:

- Unauthorized selling of a student's papers, study materials, or exams, or the professor's or university's teaching materials or exams.
- Paying someone to complete or copy answers for an exam, homework, project, or assignment.
- Utilizing or accessing online platforms (e.g., Chegg, StackOverflow, Discourse) to obtain or distribute course content or answers without permission.
- Taking an exam for someone else or having someone take an exam for you.
- Asking someone (a friend, family member, partner, classmate, etc.) to complete any portion or all of an assignment or paper on your behalf.
- Submission of purchased or pre-written term papers, lab reports, or projects completed by others.
- Using artificial intelligence tools (such as ChatGPT or code generators) to produce written content, solve problems, generate designs, or write code for any portion of an assignment or exam, and submitting the output as your own work without the explicit permission of the instructor.

- Intentionally or knowingly helping or attempting to help another person commit an act of academic dishonesty.

Fabrication or Falsification

Fabrication/Falsification is defined as the intentional and unauthorized falsification, alteration, reporting, or invention of any information, data, or citation in any academic exercise.

Examples include but are not limited to the following:

- Artificially creating data instead of conducting actual experiments; using AI tools to simulate experimental outcomes or fabricate research results; omitting required information or manipulating charts, graphs, or diagrams to misrepresent findings; falsifying code outputs, debug logs, or performance metrics.
- Citing nonexistent or unverifiable works, including AI-generated bibliographic entries; using AI to fabricate interview transcripts, survey responses, or scholarly articles without proper verification or attribution; altering or enhancing original sources (e.g., historical texts or artifacts) using AI in a way that distorts context or meaning.
- Impersonating another individual to complete academic work; using another person's login credentials; submitting falsified attendance or participation records; making unauthorized changes to assignments or exams after grading.
- Presenting AI-generated visual, written, or creative content as original work without disclosure or attribution.

Plagiarism

Plagiarism is defined as the use or attempted use of written, oral, visual, or graphic work created by another person, source, or tool, including artificial intelligence, without proper acknowledgment. It includes presenting someone else's language, ideas, code, media, or structure as one's own in any academic exercise. Plagiarism involves both the unauthorized use of content and the misrepresentation of its origin.

Self-Plagiarism refers to the reuse of one's own previously submitted or published work without citation or instructor permission, including assignments, essays, lab reports, or creative work.

Examples of plagiarism include, but are not limited to, the following:

- Copying from a source without quotations or proper citation.
- Paraphrasing or altering words or phrases from a source without acknowledging the original author.
- Submitting ideas, arguments, or structures taken from another source, human or AI-generated, without proper attribution.
- Having another person write, edit, or significantly revise a paper or project.
- Submitting writing or code produced entirely or partially by an AI tool without disclosing its use and citing it as required.
- Using AI to summarize, paraphrase, or translate content and submitting it as original work without acknowledging the AI's role.

- Patchwriting, replacing key terms while maintaining the source's sentence structure or flow without citation.
- Submitting AI-generated images, graphs, or diagrams as one's own original work without attribution.
- Recycling assignments from previous courses or semesters and submitting them for new credit without citation or permission.
- Including AI-generated bibliographic entries, quotations, or fictitious references without verifying their accuracy or existence.
- Using visual or design AI tools to create artwork or graphic elements for a course project without disclosure and proper credit.

Note: Use of generative AI tools in any part of an assignment must follow the instructor's guidance. Even if used for support (e.g., outlining, code suggestions, idea generation), students must disclose the tool, its function, and extent of its contribution. Failure to do so may constitute plagiarism or another form of academic misconduct.

Unauthorized Collaboration

Unauthorized collaboration is defined as working with others, such as classmates, friends, family members, or online contributors, on academic work intended to be completed individually, without the explicit permission of the instructor. This includes in-class or take-home exams, quizzes, essays, lab reports, programming assignments, or homework. Any contribution to or receipt of help on work that is submitted as one's own independent effort may constitute academic misconduct. All students involved in unauthorized collaboration may be held responsible.

Examples include but are not limited to the following:

- Sharing work or answers with another student without the permission of the professor.
- Working together with another student on a take home exam, final exam or project without the instructor's approval.
- Submitting homework identical to that of another student.
- Accessing and submitting coursework while logged into a course platform or system under another student's account or credentials.
- Submitting programs or code that was too similar to those of another student to have been accomplished without unauthorized collaboration on the assignments.

Section 3. Reporting, Investigation, and Adjudication Process

Faculty members must refer any allegations of academic dishonesty to the Office of the Dean of Students. If a student reports a suspected violation by another student to an instructor, the instructor is obligated to report the matter to ODOS without delay. In addition, any member of the NJIT community may report suspected academic dishonesty directly to the Office of the Dean of Students. The ODOS or its designee will review the matter to determine whether a

violation is likely to have occurred. Information regarding the conduct process is available in Article 6 of this document.

Instructors and university officials are encouraged to use their professional judgment when evaluating whether a student's actions violate NJIT's academic integrity expectations. Questions about conduct not covered here should be referred to the Office of the Dean of Students for guidance.

Section 4. Course Withdrawal and Pending Conduct Action

Students may not use course withdrawal to avoid the resolution of an alleged academic integrity violation. The University will continue the conduct process and may assign academic sanctions regardless of a student's enrollment status in the course.

- **If the Case Is Resolved Before the Withdrawal Deadline:** If a conduct case is resolved before the course withdrawal deadline and the outcome does not result in a failing grade ("F") or an "XF," the student may withdraw from the course in accordance with standard academic policies. Withdrawing from the course does not affect the conduct outcome, and a record of the incident will be maintained.
- **If the Case Is Still Pending:** If a student withdraws from a course while a conduct case is pending, the University may continue the process and make a decision based on available information. Withdrawing from the course will not prevent the assignment of academic sanctions, including an "F" or "XF," if warranted.
- **If the Outcome is an "F" or "XF":** If a student is no longer enrolled in the course at the time a final decision is issued, the University may restore the student's enrollment record for the purpose of assigning the appropriate final grade. That grade will replace any prior withdrawal notation.

Final grade determinations resulting from the conduct process are made in coordination with the Registrar and are binding, regardless of a student's enrollment status.

Section 5. Course Failure: XF Sanction System

1. A student who fails a course due to an egregious act of academic misconduct for a first time offense or for a second case due to academic integrity violations will be assigned a grade of "XF" in that course and placed on probation for a period to be determined by the sanctioning authority. The "XF" will be treated in the same way as an "F" for the purposes of Grade Point Average, course repeatability, and determination of academic standing.
2. The student may petition the Office of the Dean of Students to remove the "X" portion of the grade once the following conditions are satisfied.
 - a. Successful completion of all assigned sanctions.
 - b. Twelve months have passed since the grade of "XF" was imposed

- c. The student has not been found responsible for another act of academic dishonesty or similar offense.
3. Notation on the student's transcript shall read, "Failure due to Academic Dishonesty."
4. Students with the "XF" designation will be prohibited from officially representing the university, holding office in a student organization or representative body, and may be relieved from student employment at NJIT.
5. Students receiving more than one "XF" grade may be expelled from the university.

Section 6. Violation Levels and Sanctions

Academic integrity violations are classified into four levels based on the severity, intent, and impact of the conduct. While this system offers guidance to promote fairness and consistency, it is not exhaustive. The Office of the Dean of Students maintains discretion to determine the appropriate level and sanction(s) based on the totality of circumstances.

Students with more academic experience are expected to demonstrate a stronger understanding of academic integrity. For that reason, the same type of violation may lead to more serious consequences for a graduate student than for a first-year undergraduate.

Sanctions for a given violation may be imposed differently based on any applicable mitigating or aggravating factors identified during the adjudication process and are categorized into three primary areas: administrative, academic, and educational. Examples of sanctions under these categories include, but are not limited to:

- **Administrative Sanctions:** Administrative sanctions do not require any action on the part of the student (or student organization).
 - Disciplinary Warning
 - Disciplinary Probation
 - University Standing At Risk (USAR)
 - Suspension
 - Permanent Expulsion
 - Bar from Re-Admission
 - Revocation of degree and withdrawal of diploma²
- **Academic Sanctions:** Academic sanctions impact a student's grades or academic credit. They are issued in coordination with the instructor or academic department.
 - Resubmit Academic Assignment
 - Grade Reduction on Assignment
 - Grade Reduction in Course
 - Failing Grade on Assignment
 - Failing Grade in Course

² Degree revocation is only applicable in cases where a student has already graduated and a significant academic integrity violation is discovered or substantiated after the conferral of the degree. This sanction is reserved for egregious violations that, if known at the time, would have rendered the student ineligible for graduation.

- XF Grade in Course
- **Educational Sanctions:** Educational sanctions are intended to help students better understand academic integrity and reflect on their decisions. They are learning-based and may be assigned alongside administrative and/or academic sanctions.
 - Academic Integrity Reflection Paper
 - Educational Modules (e.g., online self-paced learning)
 - Academic Integrity Workshop or Seminar
 - Action Plan or Behavior Agreement
 - Suspension Re-Entry Program (for students returning after suspension)
 - Referrals to Academic Advisors or other Support Services

Level 1: Minor Academic Misconduct

These violations encompass minor assignments, which are defined as assignments that equal no more than 15% of the credit awarded for the course. Typically, the violations occur due to ignorance, inexperience, or misunderstanding.

Sanctions may include, but are not limited to:

- **Administrative:** Disciplinary Warning
- **Academic:** Reduced or Failing Grade on the Assignment
- **Educational:** Reflection Paper, Educational Module

Level 2: Negligent or Intentional Misconduct

These are violations where the action(s) demonstrate negligence or intentional dishonesty. Incidents may be categorized as a Level 2 violation due to recidivism but do not yet indicate a pattern of severe misconduct.

Sanctions may include, but are not limited to:

- **Administrative:** Disciplinary Warning, Disciplinary Probation
- **Academic:** Failing Grade on the Assignment, Reduced or Failing Grade for the Course
- **Educational:** Reflection Paper or Research Assignment, Educational Module

Level 3: Severe or Repeated Misconduct

These are serious violations that generally involve advanced planning or indicate a pattern of severe misconduct. Incidents may also be categorized as a Level 3 violation as a result of recidivism.

Sanctions may include, but are not limited to:

- **Administrative:** Disciplinary Probation, USAR, Suspension
- **Academic:** Failure in Course, XF Grade

- **Educational:** Educational Workshops, Reflection Paper, or Research Assignment

Level 4: Egregious or Repeated Violations

These are the most serious and flagrant violations that result from repeated misconduct despite prior sanctions, involve significant premeditation, or actions that compromise the integrity of the institution.

Sanctions may include, but are not limited to:

- **Administrative:** Suspension, Expulsion, Degree Revocation, Bar Readmission
- **Academic:** XF Grade (non-removable)
- **Educational:** Suspension Reentry Program