



2025-2026

STUDENT HANDBOOK

This edition of the Student Handbook supersedes all previous editions.

Stillman College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate degrees.

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PREFACE

This Handbook includes information about the history and tradition of Stillman, campus life, support services, and the Student Government Association. For more information on academic regulations, course fees, etc., consult the Stillman College Catalog. Stillman is characterized by friendliness, cooperation, and a continuous search for truth. Stillman is a community committed to the wellbeing of all members of our community. Each student who enrolls at Stillman becomes a member of the “**STILLMAN FAMILY**.” We are committed to practicing diversity, equity, and inclusion across all aspects of the College.

To assist Stillman in establishing a productive, respectful, and thriving community, the College has developed policies and procedures that govern and support our shared community values. To that end, students share responsibility to ensure their behaviors are grounded in integrity, respect, and trust. Each of us holds the responsibility for the wellbeing of all our students, faculty, and staff. The vitality and vibrancy of our community is damaged when an individual’s behaviors work against our shared values.

When conflict or disagreement arises, students are encouraged to turn toward one another and work through dialogue as an important step to resolving conflict, and if necessary, engage a Student Success representative to help address the disagreement. Together we all share the responsibility of creating an inclusive community and an academic environment in which we live, learn, and work.

The Stillman College Student Handbook (Handbook) is produced by the Division of Student success and is a compilation of official policies of the College. The Handbook helps the College frame our community expectations for students and informs the students of these expectations. Overall, the Handbook includes information regarding student support resources and services; policies and procedures that help establish a healthy and inclusive College community; and addresses some academic and other administrative resources and guidelines. This Handbook is shared with every student enrolled at the College, and students are expected to read and adhere to its policies, regulations, and procedures. Students are responsible for abiding by all College rules and regulations as soon as they arrive on campus. Students should contact any member of the Student Success Division staff if they have questions or need advice regarding the College’s policies. The Handbook and specifically, the Student Code of Conduct, creates a set of expectations for student conduct, ensures a balanced process for determining responsibility when behavior may have deviated from those expectations, and provides appropriate sanctions when a student or student organization/team has violated the Student Code of Conduct. When addressing allegations of misconduct, effort will be made to balance the needs and rights of the student or student organization/team with the welfare of the greater College community.

Rules and policies are reviewed annually and may be changed at any time without prior notice. The community will be notified annually of changes that occur after the Student Handbook is published each fall.

MESSAGE FROM THE VICE PRESIDENT FOR STUDENT SUCCESS

Dear Students,

Welcome to Stillman College! Whether you are new to our community or continuing your journey here, you are an essential part of a tradition of excellence and promise. At Stillman, we are committed to supporting your growth, success, and well-being both inside and outside of the classroom.

The *Stillman College Student Handbook* serves as the official manual of the College, providing helpful information to assist and guide each student in making the appropriate adjustments to campus life.

The handbook is published by the Office of the Vice President for Student Success and developed through the collective efforts of the campus-wide **Student Success Committee**. It is our intention to make this handbook available to every student enrolled at the College.

As you read, you will gain an understanding of Stillman's history, culture, structure, services, and organizations. The handbook also contains policies, rules, and regulations—as well as procedures—for governing campus activities, student life, and student behavior standards.

Each student voluntarily chooses to be a part of the Stillman College community and, as a member of this community, agrees to uphold its values. Students are therefore individually responsible for meeting all requirements outlined in the *Student Handbook*. We encourage you to become familiar with this information, as Stillman College will serve as your home away from home. We want to ensure you have the best possible opportunity for positive experiences beyond the classroom. Please note that failure to read and comply with the handbook's contents will not exempt a student from any penalties if rules or regulations are violated.

As we continue to learn from one another, it is our hope that great good will emerge from our shared camaraderie, respect, and collegiality.

Stillman College reserves the right to change the rules and regulations published in this handbook through appropriate channels.

Again, welcome to Stillman! If you have questions about the *Stillman College Student Handbook*, please do not hesitate to contact my office.

Sincerely,

Dr. Roland Bullard
Vice President for Student Success
rbullard@stillman.edu

STUDENT COMMITMENT STATEMENT

Stillman, as a private church-related institution, earnestly seeks to establish a campus community where the living and learning experiences exert a positive influence in the lives of our students – physically, mentally, socially, and spiritually. Stillman believes that your familiarity with and observance of our Student Honor Code/community values are truly necessary.

To achieve this goal, the *Student Handbook* is provided to you to assist you in adapting to our Stillman family. You are encouraged and required to read the values section carefully; it will greatly facilitate your success as a student at Stillman. Among the many issues covered in the *Student Handbook*, four are very important to the College community and deserve special mention.

First, advancing the personal well-being of each student and promoting responsible action are important goals of the college; therefore, a violence-free, alcohol-free, drug-free, and tobacco-free campus environment is expected and enforced.

Second, the College seeks to develop and reinforce positive and exemplary attitudes, speech, and action; therefore, we take the position that (a) public use of profanity and vulgar/abusive language (b) theft and vandalism (c) dishonesty such as lying, cheating and disrespect, and (d) engaging in or giving the appearance of immoral behavior or physical violence on or off-campus are prohibited; therefore, persons found guilty are subject to disciplinary action which could lead to probation, suspension, or expulsion from the College.

Third, fellowship and worship are an integral part of the Christian experience; therefore, students are expected to attend weekly chapel/convocation services and programs.

Fourth, promoting acts of leadership and service to humankind is an essential aspect of the College's mission statement; therefore, each student and student organization are expected to engage in leadership and community service projects.

The implementation and enforcement of our community values/student honor code represents our application, knowledge, and understanding of basic Christian beliefs and traditions, making Stillman a very special and unique place, to be preserved for contemporary and future generations. Stillman welcomes you into its family as one who will join our community to be a positive influence for good, who will be a conscientious campus citizen, and who will seek to prepare for responsible citizenship. Our entire college program is designed to assist you in becoming the Stillman Man and the Stillman Woman demonstrating competence, character, compassion, and commitment. Best wishes are extended to each of you for a very successful collegiate experience.

MISSION, HISTORY, TRADITION

Stillman is a liberal arts institution, committed to fostering academic excellence and to providing high quality educational opportunities for diverse populations with disparate levels of academic preparation. Primarily a teaching institution, Stillman has a proud and evolving tradition of preparing students for leadership and service in society.

Stillman has a historical and covenantal affiliation with the Presbyterian Church (U.S.A.), whose Reformed tradition and commitment to the cultivation of the mind correspond well with the mission of the College. The College via its constituents is committed to service for the common good. The entire academic enterprise, undergirded with the principles of faith and ethical integrity manifests constructive compassion as it confidently pursues the best in scholarly inquiry and creative endeavors.

The College's purpose is to provide a student-centered, fulfilling, technologically enriched educational experience that will among other outcomes, produce graduates who will:

- Think carefully and logically about and express with clarity their observations, experiences, and findings concerning the world they live in via written and spoken forms;
- Exhibit competence in their disciplines, character in their work with others, and compassion toward all people consistent with an education in a Christian environment;
- Qualify for admission to and success in graduate and professional schools or for entry into selected careers;
- Manifest the ability to do independent research, demonstrate objective scholarship, and exhibit creative production/performance appropriate to their disciplines.

HISTORY

Stillman College, authorized by the General Assembly of the Presbyterian Church in the United States in 1875, held its first classes in the Fall of 1876 and was chartered as a legal corporation by the State of Alabama in 1895. The Institution's history, however, dates to 1874 when a group of Presbyterians from Tuscaloosa, Alabama, headed by the Reverend Doctor Charles Allen Stillman, presented an overture to the General Assembly of the Presbyterian Church in the United States asking the Church to establish a training school for Negro ministers. In the years that followed, the need for academic as well as theological training was recognized, and the young school founded by Dr. Stillman enlarged its academic program under his leadership. With a strengthened academic program, the school decided that its purpose should include educating blacks other than those preparing for the Christian ministry. In 1898, the school now named Stillman Institute in honor of Dr. Stillman, who had died in 1895, moved to its present location in the western section of

Tuscaloosa. The General Assembly of 1899 approved the opening of the school to all women as well as men who wished to enter.

This decision led to the second phase of Stillman's growth. In the next five decades, with the aid of the Church and under the able leadership, first of Professor W. F. Osburn and later of Professor A. L. Jackson, the school grew and expanded in purpose. During these years, the school acquired its present campus tract of over 100 acres, organized a junior and senior high school and established a junior college program, which was accredited in 1937. In addition, between 1930 and 1946, it operated a hospital and nurses training school.

These accomplishments led to the third and present phase of Stillman's history, which dramatically links Stillman's continuing vital educational role and the changing face of the South. This phase grew out of the following elements: the raising of educational aspirations created by the College's concentration on Christian-inspired education rather than training for the ministry, the stiffening of state requirements for teaching certificates, and the gradual but inevitable increase in employment opportunities for blacks.

With the administration of Dr. Samuel Burney Hay, from 1948 to 1965, the school pursued a goal to which both the demands of the times and its own developing concept of its educational purpose directed it; namely, a senior liberal arts institution. In 1948, the name was changed to Stillman College, and the following year Stillman was expanded into a four-year college. Stillman graduated its first baccalaureate class in 1951 and was accredited by the Southern Association of Colleges and Schools in 1953. Under Dr. Hay, seven new buildings were constructed: a gymnasium, a library, an administration-classroom building, two women's residence halls, a prayer chapel, and a college center.

Dr. Harold N. Stinson, the first African American to assume the presidency, served from 1967 to 1980. New programs designed to improve educational quality were instituted, and new facilities included two men's residence halls, faculty apartments, a maintenance building, and a mathematics-science center. Snedecor Hall, Batchelor Building, and Birthright Auditorium were renovated.

Dr. Cordell Wynn, the fourth President, served from January 1982 through June 1997. During Dr. Wynn's tenure, the appearance of the campus improved dramatically; Winsborough and John Knox Halls were renovated, and the Marie Lundy Wynn Hall was erected. Under his leadership, the enrollment grew beyond 1,000, the endowment increased, and the educational program broadened to include the Stillman Management Institute and a community-service component.

Dr. Ernest McNealey, the fifth President, assumed office in July of 1997. Dr. McNealey brought an emphasis on technology, connecting all buildings with fiber optic cable, providing lap top computers to students, providing computers and training for faculty and staff, and creating new laboratories for students. Admission standards were raised, the Harte Honors College created, and pre-professional programs established. A stadium, a residence hall, a fine arts center, an education building, and a formal campus entrance were also constructed.

Dr. Peter Millet, was named Interim President in September 2013 and assumed the office of President in July 2014. Dr. Millet stepped down in December of 2016.

Dr. Cynthia Warrick served as Interim President during the Spring of 2017. She was appointed as President in April and assumed the office in July 2017. She has brought a wealth of expertise as an experienced educator, researcher, and administrator. She has already made significant improvements in the College's campus experience with a new administration, improved food service, a student-friendly campus culture, and improved relationships in the community and with the Presbyterian Church (U.S.A.). Dr. Cynthia Warrick retired from the president's position in June of 2023.

Dr. Yolanda W. Page, named the eighth President, began her tenure at Stillman College on July 1, 2023. President Page has more than 30 years of higher education experience in a variety of faculty and leadership roles. Prior to her post at Savannah State University as the provost and vice president for academic affairs, she served as vice president in the Division of Academic Affairs and professor of English at Dillard University, where she earned a bachelor's degree.

TRADITIONS

Stillman, like most colleges, has its traditions. They are full of meaning. Some which reach back into the school's early history, while some are of more recent origins. Most traditions stem from "that OLD STILLMAN SPIRIT" which has a way of lodging in the hearts of all; students and faculty alike experience this transformation. This "SPIRIT" is exemplified by the sincere "HELLO" with which Stillmanites greet each other, the townspeople, and campus visitors. It is also evidenced in that invisible bond that ties together the Stillman community, not only on campus, but also around the world. Some of the better-known traditions include:

The Magnolia Trees in the center of the campus. Here in a grotto of aged boughs exists an aura perfect for thoughts of home, courtship, relaxation, and the reflection of the day's experiences. This is a sacred place to many.

The stately columns of the Sheppard Library embody the rich tradition of Stillman's distant past and promising future.

Other traditions include the New Student/Faculty/Staff Confirmation Ceremony; the Coronation; Greek Activities; various Residence Halls events; Choir and Band

Concerts, Opening and Spring Convocations, Chapel, Religious Emphasis Series, Homecoming, and Student Choice Awards Ceremony.

These traditions come from the soul of our College. They constitute an essential part of life at Stillman.

STUDENT RIGHTS AND FREEDOMS

Stillman College endorses academic freedom. The College also endorses citizenship freedoms including freedom of peaceful assembly, freedom of the press, and freedom to petition for redress of grievances.

The College seeks constructive changes and will work with the faculty and the Student Government Association to make necessary revisions in programs, policies, and procedures. The College, moreover, respects the right of students to criticize, dissent, and protest without infringing the rights of others.

Academic freedom, however, is not an academic license. Therefore, in the interest of ensuring the quality education that teachers provide, and which students receive, Stillman will not tolerate the use of physical force or physical destruction or other activity which infringes upon the freedom of others, denies the opportunity for teachers to teach and for students to learn, or interferes with the right of speakers to speak and listeners to listen. The College maintains that the rights and freedoms of students do not include the right to hamper and restrain the movements of others; to interfere with school operations which includes the conduct of classes and the performance of office work; to obstruct movement into, through, and out of school buildings; to disrupt school operations; to seize and occupy school buildings, to injure persons, or to damage or destroy property.

The College affirms and supports the basic principle that free inquiry and free expressions are fundamental and indispensable rights, to be enjoyed by all members of the academic community. The College does not condone dissent that expresses itself through the use of physical force and/or physical obstruction. Therefore, students who use physical force and/or physical obstruction to force their wills upon others will be held fully responsible. Discipline for such actions will be prompt, and consistent with the provisions of the Student Handbook or local, state, and federal laws.

GENERAL INFORMATION

Student Success

The Division of Student Success is the component of the College responsible for co-curricular and extra-curricular areas of student life, including residence living, counseling services, health services, athletics, choir, band, Christian religious life, discipline, Campus Police, and student activities and organizations. Under the direction of the Vice President for Student Success, its primary responsibility is to build and maintain a Stillman community that ensures the spiritual, physical, intellectual, mental, and emotional growth and safety of students and employees. Student Success provides a comprehensive program of student support services designed to meet students' developmental needs. Through its programs and processes, Student Success seeks to create a supportive co-curricular learning environment at Stillman that fosters emotional autonomy, coping skills, self-

worth and independence, tolerance, mature peer relationships, appropriate educational plans, thoughtful career goals, and a responsible lifestyle.

Career Planning and Placement

Career Services provides opportunities for students to explore their academic majors and career interests. Information is available about employment, externships, internships, and graduate school preparation and testing. Services provided include resume assistance, employment search strategies, interview techniques, and workshops. Representatives from graduate schools, industry, and government agencies recruit on the campus throughout the year. Students seeking assistance with employment or graduate schools should visit the Career Services Office.

Residence Life/Housing

The Office of Residence Life/Housing is the central office for all aspects of residential organization and living. There are three residence halls in use that are staffed by Resident Life Living Assistant and Resident Assistants, all of whom work under the guidance of the Dean of Student Life/Director of Housing.

Religious Life

Stillman College, founded in a Christian setting, believing that each person should be anchored in lasting values, provides a varied program of religious activities. All students should take advantage of the following:

Religious Counseling—provided by the Religion Faculty and or Dean of Chapel for students.

Chapel Services—held on Thursdays at 11:00 a.m. Students are expected to attend and seek religious inspirations through common worship.

The Religious Emphasis Series—observed each semester. Speakers of national and local prominence are invited as participants.

The Myrtle Williams Prayer Chapel—Sanctuary for private prayer and meditation. Every student should use this room in moments of personal stress, strain, or great thankfulness.

The Christian Student Association—coordinates all religious activities and promotes special programs to meet the religious need of the students through Bible study and personal witnessing. A member of the Religion Faculty is the Advisor.

Intercollegiate Athletics

Stillman is a member of the NAIA Division I Southern States Athletic Conference (SSAC) and offers Men and Women's Basketball, Baseball, Men and Women's Bowling, Softball, Volleyball, Men and Women's Track and Field, as well as Men and Women's Cross Country. The athletic teams are a catalyst in creating enthusiasm, school spirit, and student unity on the campus as well as in the surrounding communities.

Business Office and Student Accounts

The Business Office handles the receipt of all funds for student accounts, record keeping, purchasing of supplies and equipment, payrolls and salary payment and financial reporting. Students at the College have a right to request information concerning their accounts, and are responsible for following up with financial aid applications and making timely payments on all financial obligations.

1. Tuition and fee schedules are provided in the College Catalog. All charges are due payable on or before registration day. Payments should be made by cash, certified checks, cashier's checks, personal checks, or money orders made payable to Stillman College. Payments may also be paid online using Self-Service. All payments made by mail should be sent prior to registration to the following address:

Business Office
Stillman College
3601 Stillman Blvd.
Tuscaloosa, AL 35401

2. Financial Aid awarded to students at Stillman is a form of payment. It is the responsibility of the student to make timely arrangements with the Financial Aid Office to receive the benefit of such awards toward payment of his/her fees. Completing financial aid requirements is essential to receiving aid and avoiding late fees.
3. Payment of all charges each semester is due and payable in advance or at registration. Upon approval by the Vice President for Finance and Administration before or during registration, payment may be made according to an installment plan. The installment plan calls for payment of 60% of all charges at or prior to registration and payment of the balance in three equal amounts. The balance of the payment plan must be paid in full before registering for another semester. A student who uses the installment plan will be assessed a deferred payment fee for this privilege. (See the College Catalog for more detailed information).
4. Late fees are assessed for balances not paid on a timely basis. Students who fail to meet the deadlines for payment of all charges may be assessed a late payment fee based on the outstanding balance.

Financial Aid

The primary purpose of the Financial Aid Program at Stillman is to provide financial assistance to students who without such aid would be unable to attend college. (Note: Special merit-based scholarships are available to high ability students.)

Various sources of financial assistance are available to students who meet eligibility requirements to participate in the Financial Aid Program. Funds available through the Perkins Loan Program, the Pell Grant, the Supplemental Educational Opportunity Grant Program (SEOG), the College Work-Study Program, Guaranteed Student Loan Program, Stillman College Scholarship and the Alabama Tuition Grant Program. Students and parents are urged to seek assistance in proper completion of their Aid Applications. All applications should be completed and filed early.

Students are responsible for timely completion of requirements to receive financial aid. This includes requirements of the College, private funding sources, as well as State and federal funding sources. Failure to comply with requirements within specified deadlines may result in a student not receiving financial assistance and may necessitate payment of the balance with personal funds.

Library

The building is divided into disciplines and staffed with subject specialists. In addition, there are computer and Media Areas. The library is central to the life of successful students. Students with ID cards may check out books. Fines are levied for overdue and lost books.

Student Development Office

Student Development provides counseling, crisis intervention, wellness education, off-campus referrals, graduate school preparation/programming, community service and service-learning opportunities, substance use and abuse education, services for students with disabilities, enrichment programs and other services designed to help students achieve their educational and personal goals. Students are provided with a supportive environment to discuss concerns, explore options, and to develop and evaluate goals and priorities. Student Development collaborates with other College units to enhance educational and personal growth opportunities for students.

Student Development can aid with numerous issues, including time management, stress management, relationships, decision-making, and sexuality. Students can also obtain information and referrals to other agencies. Students are assured that their concerns will be discussed in a private and caring atmosphere and that confidentiality will be maintained within ethical and legal guidelines. Student Development is located on lower level of Hay College Center.

Student Activities

This office provides recreational, social, cultural, and leisure-time activities and programs that contribute to the students' physical, emotional, social, spiritual, and intellectual development. Area facilities and services include: The Hay College Center, Computer Center, Billiards, Fitness Center and the Gymnasium. The Director of Student Engagement and Leadership provides schedules and programs for student activities. Contacts should be made with the Director for permission to use these facilities for special events.

Food Service

Sodexo Magic provides food services. The College furnishes the dining rooms and the equipment, but the management of the services and the personnel are the responsibility of Sodexo Magic. There is a Food Committee, comprised of students and staff, one function of which is to act as a clearinghouse for problems related to food services.

The College cafeteria, named the Magnolia Café, is located on the second floor of the Hay College Center. It primarily serves resident students who are required to participate in the Cafeteria Meal Plan. Non-resident students who wish to dine therein must either purchase a meal plan or eat on a cash basis. All students who live in residence halls will be charged for meals. The cafeteria prepares meals for students with various dietary needs. Students requesting exemption from the meal plan must submit a physician authorized and signed medical excuse to the Director of Dining Services. Upon receipt of a meal plan exemption request, the Director of Dining Services will determine if the dining hall is able to provide for the physician prescribed dietary needs of the student. Meal plan exemptions will be approved only when the dining hall is unable to provide for these needs. The Director of Dining will forward written correspondence to the Executive Director of Facilities Management. Meal plan exemption approval will be at the discretion of the Senior Leadership Team, and no appeal shall be granted. Exemption requests must be made within five business days of assuming occupancy in campus housing. Meal hours are posted, and students have responsibility to present a current I.D. Card to cafeteria personnel at each meal or pay cash at the door.

Please Note: If an ID Card is lost, a duplicate card costs \$20 and may be purchased at the Cashier's Window in the Business Office and secured from the Office of Residential Life and Housing located in the Hay Center.

Lost and Found

Lost and found articles should be turned in to the Campus Police or the Office of Residential Life and Housing.

Plant Operations

All maintenance, renovations, landscaping, and lawn care are under the supervision of the Executive Director of Facilities Management & Campus Safety. Students have an interest in the physical efficiency of the buildings and grounds and share responsibility for the general appearance, upkeep, and protection of the College's property.

Campus Police

Our beautiful campus is monitored 24 hours per day, seven days a week. Our officers provide foot patrol and vehicular monitoring of the campus for safety and security of the students, faculty, staff, and visitors to ensure protection of person and property.

Stillman College Campus police provides a safety escort service around the clock, day or night, to students, faculty, and staff to any safe destination on campus. For safety escort and transportation please call the main station at 205-366-8927 or 205-366-8948 for the office of the Chief of Police.

Parking areas are designated, and student codes of conduct are strictly enforced in order to maximize the effect of protective mechanism. Please report violations to (205) 366-8911 (Campus Emergency Number) or (205) 366-8927 (main police station).

Mail Services

The Campus Post Office, located behind the Hay College Center, is maintained for the convenience of students who reside in Stillman College's on-campus and off-campus housing. Commuters may rent mailboxes on an "as available" basis. The Post Office service window is open Monday - Friday from 8:30 a.m. to 1:00 p.m. and 2:00 p.m. to 5:00 p.m. and closed on weekends and holidays. Postage stamps may be purchased in the Post Office.

When a package or accountable (Certified, Express, Federal Express, Priority, or UPS) mail is received by the Post Office clerk, students will receive an email from the Post Office clerk. The student should visit the Post Office window with his/her ID Card.

Students must maintain tracking numbers for Certified or Express mail: the tracking number is the best security for students against loss or theft. However, the College Post Office does not provide special mail services such as Registered, Insured Express, and COD mail or Money Order.

Please advise correspondents to use the following format when sending U.S. Mail, packages, and other deliveries: **Student name, 3601 Stillman Boulevard, Tuscaloosa, AL 35401.** Please do not send cash through the mail.

If someone writes or sends a package and it is not received in a reasonable number of days (4-5), contact the sender about using the tracking number to locate the package.

Online Bookstore

The Online Bookstore is located on the College's website via the My Stillman tab. Vouchers can be used for textbooks only.

Off Campus Students

Off campus students (i.e., those students who do not have housing through Stillman College) have all the privileges and responsibilities enjoyed by boarding students. They represent Stillman and are expected to always uphold the ideals and standards of the College.

The College provides a lounge for off campus students in the Hay Center. Off campus students are welcome to purchase individual meals or a meal plan in the Dining Hall and Food Court. They may also rent mailboxes in the Post Office on an "as available" basis.

STUDENT CODE OF CONDUCT

College rules and regulations are found in this Student Handbook and attachments disseminated from time to time by Stillman (hereinafter “Handbook”). All students are responsible for reading this Student Handbook. The College expects each student to know and observe all values and behavioral expectations of the Student Code of Conduct and is familiar with the information contained in all College publications.

Each student voluntarily chooses to be a part of the Stillman community, and as a member, agrees to abide by established values. Stillman has established reasonable expectations that contribute to the common good of its community. Being a contributing member of the community requires that selfish individualism gives way to what is best for a caring, orderly, and just community.

Stillman is committed to providing fair and equitable treatment to all students in student disciplinary matters. It also has an equal obligation to protect its educational purpose and the interest of its student body; therefore, the College is concerned with the actions of individuals or groups that are in conflict with the welfare and integrity of the College and disregard and infringe the rights of other students, faculty or other members of the College community.

All students representing the College are expected to conduct themselves in a manner that reflects positively upon the College. When students enter Stillman, the College expects them to have a serious purpose, and a sincere interest in their own social and intellectual development. The College also expects students to familiarize themselves with its policies and regulations and accept them as a way of life during their stay at the College. Students are expected to learn to handle problems intelligently, reasonably, and with consideration for the rights of others; to obey laws and ordinances of the nation, state, and local community; and to conduct themselves peaceably when espousing changes they seek within the community.

Student discipline is a part of the educational process. Appropriate standards of conduct are established in keeping with the achievement of the College’s Mission. The nature and procedures of the disciplinary process determine whether misconduct warrants **warning, probation, suspension, severance from the residence halls**, or other disciplinary actions or dismissal from the College. After a student has had three disciplinary hearings for which they have been found guilty, the student will be subject to suspension from the campus.

Disciplinary action may be initiated against students because of misconduct that arises on or off campus when the student is in violation of federal, state and local laws, as well as to college-wide policies and regulations, or which materially or adversely affects the College or an individual’s suitability to be a member of the Stillman community. When a student demonstrates that he or she does not respect Stillman’s purposes, that student forfeits the right to remain a part of the Stillman community. A student is not entitled to greater immunities or privileges before the law than those enjoyed by other citizens generally.

Students are expected to comply with the spirit as well as the letter of student conduct rules. By definition, a student in good standing is not on any type of probation (i.e., academic, financial, disciplinary, or residential). All students are required to remain in good standing at Stillman to receive institutional financial aid as well as scholarships the following year. **Probation or suspension is the cause for cancellation of institutional aid.**

A student or student organization found to have violated any of the College's rules or regulations shall be subject to appropriate disciplinary response by the Vice President for Student Success or other disciplinary body.

Disciplinary action may also be initiated against students involved in violations outside of Stillman campus, including, but not limited to, areas of public access within the bounds of the Stillman campus, on the grounds of any properties controlled by Stillman, or at the location of college-sponsored activities or events. College-owned apartments and houses rented from the College are considered campus housing. The disciplinary body along with the Vice President for Student Success will enforce College policies and values. College officials will make periodic safety and property inspections.

Individuals formerly enrolled at Stillman may still be subject to the College disciplinary process for violations occurring while they were enrolled in or associated with the College.

Students committing a city, state, or federal crime are subject to disciplinary action, and/or civil action, and the case may be turned over to police authorities.

Stillman is a smoke-free, drug-free, and alcohol-free campus, and to maintain it as such, officials may do random alcohol and/or drug testing and may use investigatory devices such as checking student residential hall rooms and College run apartment housing. When the College believes there is presence of (including but not limited to) drugs, drug paraphernalia, alcohol, or other prohibited items and/or behaviors which are in violation of the policies stated in this Student Handbook, and/or Residence Hall Policies, a search of the student's property may be conducted for any reason, at any time, without notice, without student consent, and without a search warrant.

The breach of any regulation may result in the imposition of any of the disciplinary responses set forth in this Handbook, including expulsion. The severity of the disciplinary response imposed will depend, in each instance, upon the circumstances of the violation. Repeated violations and/or combinations of violations will result in disciplinary action more severe than if only one violation occurred.

Students who have a disciplinary history or reprimand of any sort in their student record may be prohibited from participating in all programs offered by the College.

Egregious acts of disrespect/misconduct such as assault and/or cursing a College official may result in immediate suspension/expulsion from the College.

Judicial System

It is in the best interest of the College and its members to function, when possible, as a self-contained community addressing disciplinary matters. Assurance that fair sanctions will be imposed on those found guilty of misconduct will help the College preserve order. The College Judicial System is designed to help the College exercise proper control over its disciplinary affairs, while simultaneously conscious of the rights and competence of the civil authorities in such matters.

The judicial hearings and conduct meetings are not criminal or civil judicial proceedings. Students are expected to be their own advocates throughout the student conduct process. Some students may choose to hire an attorney, but the attorney's role is limited to consultation. The attorney may not attend judicial or disciplinary proceedings and may not respond on behalf of a student during any hearing or other proceeding. Appeals, notifications, and requests from third parties will not be accepted or honored. Procedures have been established that ensure reliable determination of the issues and afford fundamental fairness to any student accused of misconduct.

These policies and regulations set forth administrative and judicial procedures for students who are accused of the Code of Conduct.

Jurisdiction

The College may adjudicate all violations of the Student Code of Conduct and College policy violations that occur both on and off campus. Students are accountable to both civil authorities and to the College for acts that constitutes violations of law and of the Student Code of Conduct. Disciplinary action at the College will proceed independent of criminal and civil proceedings and cannot be challenged on the basis of legal proceedings.

THE STILLMAN STUDENT DISCIPLINARY SYSTEM

Stillman aspires to have a safe and sound educational environment that facilitates high standards of excellence for our students. In such an environment, we must depend on students to comply with reasonable rules of order and discipline. The student disciplinary system of the College consists of the Judiciary Committee and the Vice President for Student Success.

ADJUDICATION BODY

Judiciary Committee

The College employs a robust philosophy of reintegrative justice to all students who are found in violation of the Student Code of Conduct. Reintegrative justice seeks to change the heart of the actor through encouragement and actions designed to stop disruptive behavior without labeling and stigmatizing the individual.

As such, the Judiciary Committee at Stillman College and the Vice President for Student Success are committed to ensuring that every violation becomes an opportunity for student development and redemption. Thus, except in the case of egregious behavior, as determined by the Vice President of Student Success, or where the student's/students' actions pose a bodily, financial, or legal threat to the student, another student, the student body, the faculty and staff, or the College, expulsion should be avoided.

Reintegrative discipline is guidance and teaching that promotes positive behavior. Our goal is to lead students to grow in self-discipline so that external discipline through sanctions becomes less needed. Consequences are used to encourage and reinforce proper behavior and to ensure the safety of the Stillman College community. When conduct warrants disciplinary action, it is Stillman's goal to positively impact the student's moral, intellectual, and spiritual formation and therefore, change of behavior. Our goal is not just to discipline past behavior but to change future behavior.

Serious infractions will be referred to the Judiciary Committee, which reports its decisions and recommendations to the Vice President for Student Success. While the President reserves the right to review any matter in this area, decisions of the Vice President for Student Success are final. The Judiciary Committee will also render judgment in matters of academic dishonesty, charges of academic malfeasance or misfeasance, and in other matters under the College Code of Conduct. In matters having to do with academic integrity, the decision of the Vice President for Academic Affairs is final. Pursuant to the Stillman College Faculty Handbook, the Judiciary Committee is composed of four members from the faculty, three members appointed by the Vice President for Student Success, and three students appointed by the Student Government Association.

THE AUTHORITY OF THE VICE PRESIDENT FOR STUDENT SUCCESS

The President, in the capacity of chief administrator of the College, has delegated responsibility and authority for establishing, monitoring, and enforcing regulations governing student life to the Vice President for Student Success.

Anyone can file a complaint against a student or student organization for misconduct. All complaints can be filed with the Dean of Students, who serves as the Vice President designee on judicial matters. The Dean of Students will refer the matter to the appropriate hearing body. The decision of the Vice President for Student Success regarding cases from

the Judiciary Committee is final. The President, however, reserves the right to review any matter in the disciplinary process.

GENERAL STANDARDS OF CONDUCT

Misconduct or inappropriate behavior refers to personal or group behavior, on or off campus that violates the values that guide and govern behavior and violate the Student Code of Conduct. The following listing is not inclusive but is intended to guide the student in understanding the types of behavior that are deemed inappropriate, and which may result in disciplinary responses. Any student found to have committed, or attempted to commit, the following misconduct or inappropriate behavior is subject to appropriate disciplinary action:

1. Acts of Dishonesty: Acts of dishonesty, includes but not limited to:

- Cheating, plagiarism, fabrication or other forms of academic dishonesty that are intended to gain unfair academic advantage.
- Furnishing false information to any College official, faculty member, or campus office.
- Forgery, alteration, or misuse of any College document, record, or identification card.
 - **ACTION(S):** Automatic “F” on assignment for the entire course, or possible expulsion from institution.

2. Aiding, Abetting, or Conspiring: Knowingly helping, procuring, or encouraging another person to commit an act that violates the Standards of Conduct.

- **ACTION(S):** Disciplinary probation, community/campus service.

3. Arson: Attempting to, aiding in, or setting a fire to a building or other College property, without authorization.

- **ACTION(S):** Restitution/disciplinary probation/campus or community service/suspension

4. Complicity: Knowledge of and failing to report violations of the Standards of Conduct.

- **ACTION(S):** Social probation and/or campus or community service

5. Alcoholic Beverages/Intoxication: Consuming or possessing alcohol beverages by individuals under the applicable legal drinking age is a violation of College policy. Purchasing alcohol or attempting to purchase alcohol for an individual under the legal drinking age, or distributing alcohol to an individual under the legal drinking age either by someone over the legal drinking age or by someone under the legal

drinking age through the use of false identification is prohibited. Exhibiting disorderly behavior while on College-owned or controlled property, or while attending a University sponsored event is also considered a violation of the Code of Conduct.

- **ACTION(S):** Alcohol and substance abuse counseling. Disciplinary probation or suspension from campus activities, participation in student organizations, and/or community service imposed.

6. Children on Campus: Stillman assumes no responsibility for minors not officially enrolled at the College. Children are not permitted to live in residence halls under any circumstances. The use of classrooms for childcare purposes is prohibited. Childcare is also prohibited in residence halls and College facilities. Children are not permitted to visit resident's rooms or loiter in hallways.

- **ACTION(S):** Resident hall suspension or expulsion, disciplinary probation, and/or suspension

7. Cohabitation: Students are not allowed to live with or reside with members of the opposite sex for the purpose of engaging in unmarried sexual behavior.

- **ACTION(S):** Resident hall suspension or expulsion, disciplinary probation, and/or suspension.

8. Violation of Federal, State, or Local Law. The breaking of city, state, or federal laws, which govern the area in which a Stillman-enrolled student is living. All students are required to abide by the laws of the local, state, national, and foreign governments (in the case of Stillman-related travel abroad) and are subject to disciplinary action by the College for violation of any of the laws thereof. The College will cooperate with all law enforcement agencies as requested.

- **ACTION(S):** Corresponds to the degree of seriousness of the law violated.

9. Electronic Theft, Misuse, or Misconduct. Theft or other misuse of computer facilities and resources, including but not limited to:

- Unauthorized entry into a file, to use, read, or change the contents, or for any other purpose.
- Use of computing facilities to send obscene, harassing, or abusive messages, including pornographic pictures.
- Use of computing facilities and resources in violation of copyright laws.
- Use of computing facilities and resources to interfere with the work of another student, staff, faculty member or College official.
- Use of another individual's identification or password.
- Any violation of the College's Electronic Data Processing Security Policy.

- **ACTION(S):** Disciplinary probation, restitution and/or subject to immediate suspension.
- 10. E-mail Misuse:** Use of the e-mail system for the distribution of chain letters and other broad-based unsolicited propaganda.
- **ACTION(S):** Loss of email privileges, disciplinary probation, or suspension
- 11. Damage or Destruction to Property:** Substantial damage, including vandalism, whether malicious or accidental, to College-owned or leased property or any property belonging to a College student, employee, faculty member, or visitor.
- **ACTION(S):** Restitution and/or campus or community service.
- 12. Dangerous Practices/Reckless Behavior:** Activities, which endanger the lives or safety of the student or of others in any building or on any property owned, leased, or operated by the College. This includes, but is not limited to, climbing on roofs, hanging from ceilings and ledges, hanging out windows, propping exterior doors open in residence halls, leaving doors propped open, throwing objects from windows or balconies, and disclosing or giving residence hall door access to unauthorized persons.
- **ACTION(S):** Restitution/disciplinary probation/campus or community service/suspension.
- 13. Disorderly and Lewd Conduct:** Conduct that is disruptive, lewd, breaches the peace, including but not limited to, profane and vulgar language, writing, expression or behavior (to include dress), indecent exposure, and/or possession and/or viewing of pornographic materials on College property or at functions sponsored or supervised by the College or one of its organizations.
- **ACTION(S):** Disciplinary probation
- 14. Failure to Comply with Directions of College Officials:** Deliberate refusal to comply with clearly stated policies or directions issued by any College official acting in the performance of his or her duties, including Resident Assistants, Resident Life Living Assistants and security personnel. This includes, but is not limited to, failure to evacuate a building during a fire alarm, refusal to present an ID upon request, failure to appear when summoned for an official meeting (residence hall meetings) or falsification/lying to a College official.
- **ACTION(S):** Letter of reprimand/campus or community service/disciplinary probation.
- 15. Failure to Comply with Student Code of Conduct Process:** Failure to comply with the Student Code of Conduct process includes, but is not limited to:

- Failure to obey the notice to appear for a hearing or meeting as part of the Student Conduct process.
- Falsification or misrepresentation of information in a Student Conduct hearing.
- Disruption or interference with the orderly conduct of a Student Conduct hearing.
- Attempting to discourage an individual's proper participation in or use of the Student Conduct process.
- Refusal to comply with the penalties or outcomes imposed by the campus-based judicial officers or judicial bodies. This includes the Resident Life Living Assistants, the Judiciary Committee, or the Vice President for Student Success.
- **ACTION(S)**: Suspension or expulsion from the College.

16. Firearms, Explosives, Fireworks: Possession, storage, or use of firearms, toy guns, air rifles, ammunition, fireworks, bottle rockets, explosives, other weapons, or dangerous chemicals on College premises.

- **ACTION(S)**: Confiscation of weapon(s) and immediate expulsion (if possession of firearms, explosives, other weapons, or dangerous chemicals) or confiscation of item(s)/disciplinary probation/campus or community service (if possession of fireworks, toy guns, air rifle, bottle rockets, etc.)

17. Gambling: To play a game of chance and/or make wagers, for money or anything of value. This includes but is not limited to betting on, wagering on, or selling pools on any athletic event, and knowingly permitting the use of one's premises or one's telephone or other electronic communications device for illegal gambling.

- **ACTION(S)**: Letter of reprimand/restitution/campus or community service.

18. Harassment/Physical Threat or Abuse: Verbal, physical, written, or mental abuse, threats, abuse of personal property, public incrimination, defamation of character, or stalking. This may include a persistent pattern of behavior directed at another individual that distresses, frightens, or threatens (in some manner). Examples include, but are not limited to, hate speech, public incrimination, abuse (because of one's race), gender (sexual harassment), religion, national origin, or disability. Victims of sexual assault will be involved in the entire disciplinary process, including name of assailant, discipline meeting recommendations, and the disciplinary response rendered as required by statutory law. See College Sexual Harassment Policy under College Policies.

- **ACTION(S):** Disciplinary probation and/or subject to immediate suspension.

19. Hazing: The infliction of physical violence on any individual; any activity calculated to embarrass, harass, or impose physical, emotional, or mental strain on any individual; or any activity that would in any way jeopardize the physical, moral, or scholastic well-being of any individual. To haze includes, but is not limited to, activities which involve forcible constraint or restraint (even if the person is willing to submit to the restraint) and kidnapping (even if conducted as a prank). Neither the express or implied consent of a victim of hazing, nor the lack of active participation in a particular hazing incident is a defense. Acquiescence in the presence of hazing is not a neutral act and is also prohibited by the Standards of Conduct. See College's Hazing Policy in this document.

- **ACTION(S):** Disciplinary probation/campus or community service/suspension/expulsion.

20. Illegal Drugs: Distribution, possession, sale, manufacture, or medically unsupervised use of drugs which are illegal, or which may involve medical or psychological hazards to individuals, or which may lead to interference with the rights and privileges of others; Drugs including, but not limited to, amphetamines, barbiturates, hallucinogens, narcotics, marijuana, cocaine, crack, anabolic steroids, or other intoxicants and/or drug paraphernalia.

- **ACTION(S):** Disciplinary probation/subject to immediate suspension and/or expulsion. Students may be subject to drug testing. A student's property may be searched when the College believes there are drugs, drug paraphernalia, or other prohibited items. Response to sale or distribution of drugs—expulsion.

21. Infraction of Established Residence Hall/Council Regulations: Any violation of established residence hall regulations, including but not limited to:

- Misuse of residence hall keys, disruptive behavior, excessive noise/music or use of obscene language in residence halls.
- Being in restricted areas when visitation privileges are not in effect.
- Keeping or possessing any animal in the residence hall.
- **ACTION(S):** Confiscation of equipment after warning, disciplinary probation, or suspension from the residential halls or College.

22. Misuse of Telephone: Unauthorized use or destruction of telephones located on the Stillman campus; use of campus and cell phones to disturb, alarm, or harass other persons at any time of day or night.

- **ACTION(S):** Restitution, disciplinary probation, and/or suspension.

23. Physical Altercations: Includes, but is not limited to, physical abuse, fighting, threats, or physical violence inflicted on any individual.

- **ACTION(S):** Immediate suspension of guilty initiator(s) of the altercation, regardless of whether the student(s) involved press charges against each other.

24. Sexual Misconduct: *See Stillman's Sexual Misconduct Policy.*

- **ACTION(S):** Immediate expulsion and criminal prosecution.

25. Slander: Defaming another's character through false information that will discourage people from placing confidence in the other person, such as ridicule, rumors, or presenting them in an unfavorable light by stating a suspicion as fact.

- **ACTION(S):** Letter of reprimand/disciplinary probation.

26. Tampering with Fire/Door Alarms, Smoke Detectors/Fire Extinguishers: Tampering with discharge, or removing fire alarms, fire extinguishers, exit signs, or other safety equipment, or causing false alarms.

- **ACTION(S):** Restitution/disciplinary probation/suspension.

27. Theft: Attempted or actual theft of College property, items rented, leased or placed on the campus, property leased by the College, items belonging to other students, faculty, staff, or guests of the College.

- **ACTION(S):** Restitution/disciplinary probation/subject to immediate suspension.

28. Trespassing: Unauthorized presence on any Stillman property; intentionally trespassing in areas from which individuals have been banned by previous order.

- **ACTION(S):** Restitution and subject to arrest and prosecution.

RIGHTS AND RESPONSIBILITIES OF STUDENTS SUBJECT TO DISCIPLINARY HEARINGS

A student who has been charged with a violation of the Student Code of Conduct, and thus alleged to be involved in inappropriate behavior will be granted these rights to assure fundamental fairness in the disciplinary process:

1. Student(s) shall be presented with the charges brought against him/her in writing at least twenty-four (24) hours before the hearing is scheduled. Any such notice shall also state that if the student fails to appear before the hearing body (Judiciary Committee) without just cause, the hearing shall be heard in his/her/their absence.
2. The student shall be entitled to be present at the hearing during the presentation of any matter on which the decision may be based.
3. The student shall be entitled to present his or her case through statements, questions, witnesses, and other forms of evidence. The student shall be entitled to be accompanied by an advisor. An advisor shall be a member of the Stillman community (i.e., student, faculty member, or an administrative employee of the student's choice). Lawyers or parents/guardians will not be permitted to attend the hearing, address the hearing body, deliver statements, or question witnesses.
4. The student shall be entitled to a written notice of the results.
5. In cases adjudicated by the Resident Life Living Assistants, the student shall have the right to appeal the decision to the Vice President for Student Success. Please refer to the appeal process section of the Student Handbook.
6. All disciplinary hearings are closed to the public. Persons in attendance at closed hearings shall be limited to (a) the hearing body, (b) the student and his/her advisor, and (c) witnesses. Witnesses will be asked to withdraw after their statements have been received.
7. If a student or group of students is asked to appear before a judicial hearing body and, if he/she/they fail to appear for the hearing or investigation without just cause, this will be considered a violation of College policy and such student(s) will be subject to further disciplinary action.

JUDICIAL PROCESS AND PROCEDURES

When a case is referred to the Judiciary Committee the following steps will be taken:

1. A student participating in the judicial process will:
 - Receive, in writing, a statement of the alleged violations and charges.

- Receive advance notice of date, time, and place of the hearing.
 - Be informed of privileges afforded to the student.
2. Disciplinary proceedings before the Judiciary Committee will be held within five (5) days (excluding weekends and holidays) from the date of the charge.
 3. The hearing will proceed if a simple majority of members of the Judiciary Committee are present. At the opening of the hearing, the Judiciary Committee Chair will present the charges and relevant issues of the case.
 4. The accused is not required to testify or even be present, but the Judiciary Committee will proceed and make its decision/recommendation(s) based upon the evidence and testimony presented before the Committee. The opportunity for the accused to be heard is guaranteed, but failure to take advantage of the opportunity implies acceptance of the judgment of the hearing body.
 5. The student has the right to be assisted by an advisor from the College community, (e.g., a student, faculty member, or an administrative employee of his/her choice), but parents/guardians and lawyers will not be permitted to attend the hearing, address the Court, deliver statements, or question witnesses.
 6. The accused has the right to present a defense and witnesses on his/her behalf and the right to examine witnesses presented by the College and by his/her accusers. The Judiciary Committee shall have the power to regulate the course of the hearing, to limit the presentation of unduly repetitious or cumulative evidence, to provide for the taking of testimony by Affidavits, and to exclude from the hearing any person for indecorous or improper conduct committed in the presence of the hearing body.
 7. Upon conclusion of the hearing, the Judiciary Committee will commence deliberation in private and, by majority vote of the voting members present, and render a decision and recommendation to the Vice President for Student Success.
 8. The Dean of Students will notify the Vice President for Student Success of the findings and recommendations in writing. The decision of the Vice President for Student Success is final.
 9. The student alleged to have committed the violation will be informed of the disposition of the case, as well as any sanctions imposed, after a decision has been reached by the Vice President for Student Success.

DISCIPLINARY SANCTIONS

Sanctions in a disciplinary action are a developmental and educational tool designed to redirect the student's behavior towards a path that fits the mission and values of the College. An adjudicating body may impose the following sanctions on a student:

1. **Active Avoidance Agreement:** A student agrees to actively refrain from any and all contact with a particular student.
2. **Campus Service:** A student may be directed to complete a specified service task or number of service hours on Stillman campus grounds. Students may be charged \$10 an hour for every hour of uncompleted service if they leave the College prior to completion of the service or do not complete the campus service by the specified deadline. A student may be given additional hours, fines and/or reappear before a disciplinary body if the campus service is not completed by the assigned time.
3. **Community Service:** A student may be required to complete a specified service task or number of service hours for a Tuscaloosa or other community service agency as retribution for an infraction. A student may be given additional hours, fines, and/or reappear before a disciplinary body if the community service is not completed by the assigned time. The Judiciary Committee and/or the Vice President for Student Success will determine the nature and length of the community service. This sanction may be imposed in conjunction with other sanctions.
4. **Counseling Referral:** In certain instances, a student may be referred to counseling services available through Stillman. The purpose is to provide a supportive relationship as a balance to the challenge of discipline. Such a referral will be made when a student who is involved in a disciplinary case manifests behaviors and/or attitudes, which inhibit his/her ability to function effectively as a member of the College community.
5. **Probation:** Any student found responsible for a violation of the student code of conduct can be automatically placed on disciplinary probation. This action implies a middle status between good standing at the institution and suspension or dismissal. During the time the student is on disciplinary probation, the College may reevaluate its relationship to the student. Participation in extracurricular activities may be prohibited during the term of probation. Active involvement or leadership in student organizations is strictly prohibited. Disciplinary/social probation is for a specified period of time and deprives the student of the following nonacademic privileges:

- Representing the College or his/her class;

- Participating in extracurricular activities, involvement in events before or as a representative of the College community i.e., athletics, band, choir, dance team, cheerleading, pageants, drama, talent/step shows, campus organizations, clubs, or intramural programming;
 - Participating in membership intake process of a sorority/fraternity or participating in any sorority/fraternity activities;
 - Holding office or leadership roles in any campus organization. While on probationary status of any type with the College, students may not apply for, or be elected or appointed to any leadership position with the College;
 - May be cause for forfeiting institutional awards or grants;
 - Residence hall privileges, e.g., open house.
 - Depending on the nature and severity of the infraction, a student may also be restricted from visiting the opposite sex residence halls. Disciplinary probation may be imposed in conjunction with removal from College housing as well as other sanctions. The College through the Vice President for Student Success may establish appropriate procedures to monitor a student's compliance with disciplinary probation.
6. **Educational:** Students found responsible for violations of the student code of conduct may be required to write research papers, conduct interviews, respond to journal articles or fulfill other such educational responses. The purpose is to help the student learn and grow as a result of this process.
7. **Expulsion/Dismissal:** Expulsion terminates student status with the College permanently. This constitutes involuntary separation from the College with no recourse to return. Dismissal may be recommended by the Judiciary Committee or imposed by the Vice President for Student Success. Expulsion/dismissal is generally used for serious infractions, which include, but are not limited to, violations of College regulations regarding distribution, sale or manufacture of drugs; physical altercation/abuse; theft; fraud; forgery; and violations of other criminal laws.
8. **Growth Initiative:** A policy that grants a student immunity from punitive discipline if he or she initiates a request for help and shows evidence of a contrite heart. Such a request must precede any disciplinary confrontation resulting from inappropriate behavior or violations.

9. **Interim Suspension:** If College officials believe that the presence of a student may cause danger or harm to other students and/or the College community, this response may be used prior to a meeting, which will determine the long-term response to a student.
10. **Letter of Reprimand/Warning/Censure:** In instances of less serious deviations from the norms of good conduct, the student may be censured or warned of the possible consequences of continuing such behavior. No official action is taken unless or until similar misconduct or other unacceptable conduct occurs subsequently.

Students who have been reprimanded/warned must conduct themselves in an exemplary manner or appear before the appropriate disciplinary body. The letter of reprimand/warning is placed in the student's permanent disciplinary file.

11. **Residence Hall Probation:** This status means that a student is no longer in good standing with his/her housing unit, and certain restrictions are placed on him/her until such time he/she demonstrates that his/her conduct is again worthy of placing him/her in good standing. This status first and foremost serves as a reminder to the student that his/her infraction has become a part of his/her record and the repetition of similar or other unacceptable conduct may be cause for discontinuing residence in College housing or involuntary separation from the College.

Residence hall probation is for a specific period of time and includes, but is not limited to, restricting the student from holding office or involvement in social activities in the residence hall, participating in any club or organizational activities or functions, attending social affairs of any type, or visiting the opposite sex residence halls. The College through the Resident Life Living Assistants, Judiciary Committee or Vice President for Student Success may establish appropriate procedures to monitor a student's compliance with residence hall probation.

The Dean of Student Life/Director of Housing, Judiciary Committee, and/or the Vice President for Student Success may impose residence hall probation. It is generally used for minor/residence hall infractions and violations of Residence Hall Contract and Handbook rules and regulations, and it may be imposed in conjunction with other sanctions.

12. **Residence Hall Suspension:** This status means suspension from the residence hall for a specific period of time. This action normally takes place in cases of severe or repeated misconduct. The primary effect would be to deprive the individual of College housing. The Resident Life Living Assistants, Dean of Student Life/Director of Housing, Judiciary Committee, or the Vice President for Student Success may recommend this sanction in conjunction with other sanctions.

If this sanction is imposed, a student will have twenty-four (24) hours to vacate the residence hall (unless the Vice President for Student Success makes a special

exception). If the student has not vacated the premises by the designated time, College-appointed personnel will remove the student's personal effects from his/her room, and the College assumes no legal or financial liability for the safety or security of such effects.

If a student who has been suspended from the residence hall is found on the premises during the period of residence hall suspension, he/she will be subject to arrest for criminal trespassing.

13. **Restitution:** Restitution may be required in a written directive to (1) replace, repair, or make specific compensation for property belonging to the College or a member of the College community, which was damaged, destroyed, or misused; or (2) reimburse an individual for expenses or losses incurred as a result of the actions of the accused during the commission of a violation (labor and materials are included).

Fines and financial restitution may also be imposed for violations of residence hall policies and regulations, as well as in conjunction with disciplinary probation, residence hall probation, removal from College housing, and other sanctions.

Fines may be imposed by the Dean of Student Life/Director of Housing, the Judiciary Committee, and/or imposed by the Vice President for Student Success.

The amount of the fine/restitution will depend upon the severity and circumstances of the violation.

14. **Stop Order:** A stop order is placed on a student who has unfinished business with a College official or department such as campus/community hours, fines, a balance on his/her account; unreturned College equipment, uniform, books, etc. A stop order prohibits a student from any or all of the following, as applicable: obtaining a certified transcript, conference of degree, receiving funds, transferring to the College, and/or registering for classes. The stop order is lifted when the student attends to the matter(s), which necessitated the stop order.

15. **Suspension:** Suspension constitutes involuntary separation from the College community for a specified period of time or until a stated condition is met. During the suspension period, a student must receive permission from the Vice President for Student Success to visit the campus. Please see Suspension/Expulsion Procedures below.

The Judiciary Committee may recommend suspension to the Vice President for Student Success.

Readmission to the College may be subject to review by the Vice President for Student Success.

Suspension is generally used for serious infractions, which include, but are not limited to, violations of College regulations regarding physical altercation/abuse, use or possession of drugs, disorderly and indecent conduct, non-compliance with the directives of College officials, intentional disruption of College activities, dishonesty, theft, forgery, fraud, possession or consumption of alcoholic beverages; sexual assault, rape, robbery, and violation of other criminal laws.

Suspension/Expulsion Procedures

A student who has been suspended or expelled, either verbally or in writing, must leave the campus within 24 hours after the relationship with the College has been severed. If a student does not leave the campus within the allotted 24 hours or does not obtain written permission from the Vice President for Student Success to remain on campus, he/she will be subject to further disciplinary action. If the violation is severe and it is determined that the student's presence on campus poses a continuing danger or threat to persons, property and/or the academic process, the College reserves the right to ask the student to leave immediately. A student who returns to the campus/campus related and or College sponsored activities while under nonacademic suspension or expulsion without permission will be subject to prosecution to the fullest extent of the law. Student grades will be handled in accordance with College policy and the student will not be refunded any monies paid to the College.

APPEAL PROCESS

When a student believes there have been procedural shortcomings, evidentiary issues or some basis for bias regarding the alleged action, the student can set out in written detail the claims to the appropriate hearing body or to the Vice President for Student Success or the Vice President for Academic Affairs (if there is an alleged academic violation).

The purpose of the appeal procedure is not to provide for a new hearing at a higher level. The appeal process provides for a review of actions taken. An appeal may also be based upon new evidence discovered. Based on the written arguments, a hearing may or may not be granted. If an appeal is denied, the student shall be provided written notification including a restatement of the sanction imposed and such other information as shall be necessary to inform the student of his/her status.

It should be noted that the episodic nature of cases precludes regular meeting times for the Judiciary Committee. As such, hearings result from called meetings. A simple majority of the Judiciary Committee is all that is required to conduct the business. Therefore, less than full court or committee hearings does not amount to a procedural breach or denial of student's rights. Prescribed punishment for a given incident and its relative fairness resulting from disciplinary action is also not a basis for an appeal. However, students may submit a written request for clemency based on whatever merits they believe would be warranted.

Grounds for Appeal

The Vice President for Student Success shall be responsible for ensuring that students charged with violations, which constitute an offense, have been accorded both substantive rights and procedural due process with the College's established campus standards. Any one or more of the following may constitute reasonable grounds for an appeal to be heard:

1. Irregularity in the investigation;
2. Demonstrable bias by the decision maker;
3. The punishment, penalty, or discipline was excessive or inconsistent with the nature of the offense or
4. The Student raises new and pertinent evidence, issues, or facts that were unavailable at the time of the action.

Appeal Procedure

The student must file a written request for an appeal to the Vice President for Student Success or Academic Affairs within three (3) working days after written notice of the decision is given to the student or sent to his/her last known address. An appeal will not be held after the time limit has passed. The request must contain the student's name, the date of the sanction or action and a clear statement of the basis for the appeal.

Appeal Proceedings

Students seeking to submit an appeal, must submit form to the Office of the Dean of Students within 3 days following receipt of the Judiciary Committee decision. This form is the only acceptable form of submission for appeals. No emails will be accepted. The Dean of Students will provide the form as a part of the notification of the Judiciary Committee decision. Once the appeal form is received by the Dean, the Dean shall review the appeal, not for merit, but to determine if it meets the bar that constitute reasonable grounds for appeal:

1. Irregularity in the investigation;
2. Demonstrable bias by the decision maker;
3. The punishment, penalty, or discipline was excessive or inconsistent with the nature of the offense or
4. The student raises new and pertinent evidence, issues, or facts that were unavailable at the time of the action.

If the appeal narrative does not address one of these issues, it may be denied immediately by the Dean of Students. If approved for review by the Vice President for Student Success, the Dean will forward electronically all materials, evidence, recordings, etc. used by the judiciary committee to make their decision. The Vice President will then review the materials and render a decision within 5 business days, unless additional time is needed. In this case, this will be communicated to the student. The Vice President will

communicate the final decision to the student directly. For record keeping purposes, all documents and any other items pertaining to the matter shall be maintained by the Dean of Students who shall be responsible for maintaining the security and confidentiality of the proceedings.

While an appeal is pending, sanctions imposed by the Vice President for Student Success shall be in full effect. In cases of sanctions resulting in suspension or expulsion, the student shall physically leave the college-owned property within one hours after receipt of written findings and recommended penalty imposed by the Vice President for Student Success. Any extension requires permission from the Dean of Students or Vice President.

The student may only return to the College for the express purpose of attending the Student Court or Judiciary Committee or for completing total separation requirements.

Appeal Decision

The Vice President for Student Success' or Vice President for Academic Affairs' decision may be one of the following:

1. Sustain the action of the adjudicating body.
2. Remand the case back to the adjudicating body for further consideration regarding new evidence not available to the hearing body at the time of its action.
3. Reverse or amend the action.
4. Exonerate students from charges.

The Vice President for Student Success or Vice President for Academic Affairs shall have the responsibility for rendering a final decision and will forward the decision to the student. While the President has authority to review any case, the decision of the ruling Vice President is considered final.

COLLEGE POLICIES

CELL PHONES, BODY MICROPHONES, AND OTHER BODILY COMMUNICATION DEVICES

All communication devices must be turned off inside an academic building or outside during formal, school-sponsored occasions, such as graduation, chapel services, public prayers, or ceremonies. Persons making or receiving calls using these devices will be asked to leave immediately and not return to that class session or event.

CHAPEL ATTENDANCE

A part of the Stillman Family tradition is regular attendance at chapel services. Students are expected to attend chapel as a part of the tradition and ethos of the College. In chapel, students and faculty have the privilege of hearing guest speakers and ministers from the local community, minister members of the College, faculty, staff, and students.

CHILDREN ON CAMPUS

While the needs of students are priorities at Stillman, the College is not prepared to assume responsibility and/or liability for the care, health, and safety of children. Child-care and baby-sitting services disrupt the educational process and infringe upon the rights of others.

The use of classrooms for child-care and baby-sitting purposes is strictly prohibited. Consequently, students who bring children to classes will be directed by faculty members to leave the classroom and make other child-care arrangements.

Child-care and baby-sitting services in residence halls and other College facilities, also, are prohibited. Children who are accompanied by a non-student adult may visit briefly within residence hall lounges only. Children may not visit residents' rooms or loiter in hallways except by permission of the residence director. Under no circumstances will a student be permitted to reside in a residence hall with his or her child.

The College will assume no responsibility for children who sustain injuries while visiting the campus in violation of this policy. Accordingly, violations of this policy by students will be considered serious infractions and will be subject to sanctions. This policy is not intended to be punitive but is made with the interest and welfare of children at heart and the rights of all members of our family in mind will be appreciated.

CLASS ATTENDANCE

Students are expected to attend all classes for which they are registered and assigned. Similarly, students are expected to meet classes at the scheduled time and to participate for the full period. Frequent tardiness (3 or more) by students and early departures may lead to the assignment of an unexcused absence. Students may be allowed as many

unexcused absences as a course bears credit. Instructors should report excessive absences to the Vice President for Academic Affairs. Absence from class for any cause is a loss to students and may be harmful to the grades earned for the semester.

Unexcused Absences – Unexcused absences exceeding the number of credit hours for a course can automatically suspend a student from a course. Where courses meet in 80–90-minute blocks, two unexcused absences are allowed for a 3-credit course. Double absences may be charged for unexcused absences that occur on the day before or following a holiday. When a student is suspended from a class for excessive unexcused absences, the Vice President for Academic Affairs may reinstate him after a conference or counseling session with designated College staff.

Excused Absences – Students may obtain an official excuse by presenting the appropriate documentation to the Vice President for Student Success. The Vice President for Academic Affairs must endorse the excuse before it becomes official. Officially excused absences are permissible so long as such absences do not destroy the ability of a student to master course requirements.

Presenting Excuses – The student must present official excuses to the instructor within seven (7) days of the student's return to class. The presentation of a timely excuse shall entitle the student to an opportunity to perform all class assignments missed. Seven additional days, following the return to class, shall be allowed for the student (and the instructor) to execute make-up work. Faculty must provide or forgive makeup tests and or assignments not provided during the seven-day period.

Standards Governing Excused Absences

1. Grounds for Issuing Excuses

- a. Illness of student
- b. Serious illness or death of a family member of a student
- c. Authorized representation of College
- d. Legally required court appearance

2. Documentation Required

- a. Excuses based upon illness require a statement by a physician, which spells out the exact times for which an excused absence is recommended.
- b. Excuses based upon the death of a family member will require as verification a news account, funeral program, or statement from the funeral director involved. A written statement from a parent, mailed to the Vice President for Student Success, may be used as proof of a family illness.

- c. Excuses based upon authorized representation of the College should be verified by a published schedule or written statement from a College official or source of authorization.
- d. Excuses based upon a legally required court appearance should be verified by a copy of the document requiring such appearance.

Unexcused Absences

- a. Public transportation problems
- b. Oversleeping
- c. Automobile breakdowns
- d. Work conflicts

COMPUTER USAGE

It is the policy of the College that faculty, staff, and students shall use technology within the scope of duties and academic work assigned and all applicable state and federal laws. The transmission of pornographic information across the Internet is a violation of Alabama State Law and is strictly prohibited. Additionally, no member of the College community may, under any circumstances, use Stillman computers or networks to libel, slander, or harass any other person.

Limited recreational usage and game playing that is not part of an authorized and assigned research or instructional activity may be allowed within the parameters of each computer laboratory's rules. Stillman computing and network services are not to be used for extensive or competitive recreational game playing. Recreational game players occupying a seat in any of the computer labs must give up that seat when others need to use the computer or facility for academic or research purposes.

This policy is strictly enforced. Failure to abide will result in disciplinary action and or prosecution to the fullest extent of the law. Also see College policy on laptop usage.

CRIME AWARENESS AND CAMPUS SECURITY ACT

In compliance with the Crime Awareness and Campus Security Act of 1990, the College has developed a manual on campus security and safety for distribution to students and employees. Appropriate College personnel will distribute information contained in the Manual. A copy of the Manual is maintained in the office of the Vice President for Student Success and on the College website.

DRESS AND PERSONAL APPEARANCE

We believe that students who select Stillman do so because of the College's mission and commitment to preparing students for leadership and service to society. On the campus and at College-sponsored events and activities, students are expected to dress neatly and

otherwise appropriately at all times. The following are examples of appropriate attire for various occasions:

1. Classroom, Cafeteria and College offices – neat, modest, casual or business casual attire.
2. Formal programs - i.e., Opening and Spring Convocations, Chapel, Founders Day, President’s Colloquium, Religious Emphasis Week, Honors and Awards Programs, Evening of Jazz and other College functions – business or business casual attire.
3. Interviews, Graduate and Professional Day and Career Fairs – business attire.
4. Social/recreational activities – modest, casual attire.
5. Formal Events - i.e., Student Choice Awards Ceremony, Miss Stillman Coronation - semi/formal attire, business casual.

The following is required of all students at Stillman:

1. That appropriate distinctions be made between the proper attire for class, work, church, business and formal affairs, relaxation, and play.
2. That no clothing, hygiene, or grooming practices draw too much attention to a student.
3. That the following be considered examples of inappropriate attire:
 - sheer garments without proper undergarments to obscure their transparency; micro-mini dresses/skirts/shorts that do not cover enough of the thighs while standing/sitting;
 - halter tops; midriff blouses; tops cut low or sliced in the front, back or side, t-shirts or other clothing bearing reference to alcoholic drinks, tobacco products, drugs, drug slogans, gangs, profane language, messages or pictures that can be interpreted as suggestive, obscene, lewd, derogatory, offensive, or violent, too revealing cutout or torn jeans, hair rollers, pajamas, sleepwear or bedroom slippers; and “wife- beaters”.
4. That neither males nor females sag pants (with or without oversized shirts or tunics) exposing undergarments. Sagging is wearing one’s pants or shorts low enough to reveal a secondary layer of clothing. Pants must be belted and worn at the waist without sagging. Persons in violation will be fined \$25 that will be placed on the student’s account. Failure to pay the fine will result in further disciplinary action.
5. That males do not wear form-fitting shorts or boxing shorts without proper support undergarments.

6. That neither males nor females wear do-rags, hoods, or bonnets in classrooms, cafeteria or other indoor venues and public buildings. Stocking caps, skull caps, do-rags, and bonnets should not be worn outside of the residence hall room and are banned from College-sponsored events on and off the campus. Refusal to remove head coverings may result in confiscation and further disciplinary action.
7. Dresses, skirts, or pants that are slit more than five inches above the knee are not permitted for College-sponsored events on and off campus.
8. That appropriate attention is given to personal cleanliness and good grooming to present a clean, neat, and orderly appearance representative of the Stillman Man and the Stillman Woman, and the College's values and mission.
9. Additional dress regulations may be imposed upon students participating in certain extracurricular activities that are considered Stillman College auxiliaries (e.g., athletic teams, the Band, the Stillman College Choir).
10. No sunglasses or "shades" are to be worn in class or at formal programs unless medical documentation is provided to support use.
11. Thursday between the hours of 8 a.m. and 5 p.m. shall be **Professional/Business Dress Day**. Professional/business dress is defined as men in dress slacks, shirt and tie and women in dresses, skirts and or pantsuits; no denim, shorts, or flip-flops.
12. The College reserves the right to modify this policy as deemed appropriate.
13. All administrative, faculty, students and support staff members are asked to assist in enforcing this policy and may report disregard or violations to the Vice President for Student Success Office.
14. Students who choose not to abide by this policy may be denied admission into class and various functions and services of the College if their manner of attire is inappropriate. A faculty or staff member may give students a warning. A second warning regarding any of these guidelines may result in suspension.
15. If students have questions regarding attire for different functions or desire further clarification on what is considered neat, modest, casual, business, semi-formal or formal attire, please consult staff in the Office of the Vice President for Student Success or Career Services.

Public buildings at the College include residence hall lobbies, buildings used for instruction and convocation, the Library, Birthright Auditorium (during classes and convocations), the Wynn Center, the Hay Student Center including the cafeteria, and the Bookstore.

ELECTRONIC DATA PROCESSING SECURITY POLICY

Stillman relies heavily on its electronic data processing systems and computers to meet its operational, financial, and informational requirements. It is essential that these systems and machines be protected from misuse and unauthorized access. It is also essential that the College's computers and computer systems and the data they store, and process be operated and maintained in a secure environment and in a responsible manner.

To this end, the following are violations of College Policy:

1. Deliberate, unauthorized attempts to access or use the College's computers, computer facilities, networks, systems, programs, or data or the unauthorized manipulation of the College's computer systems, programs, or data;
2. Deliberate, unauthorized use of Stillman's facilities or equipment;
3. Deliberate, unauthorized activity which causes Stillman's computers, computer facilities, systems, programs, or data to be accessed or used; and
4. Deliberate activity (conducted in the course of one's employment with the College or in the course of one's enrollment as a student at the College) which causes non-Stillman owned computers, computer facilities, systems, programs, or data to be accessed or used in an unauthorized manner.

Any such violations of College policy by any College employee or student constitute theft and/or unauthorized use of College property.

Such offenses by students constitute non-academic misconduct and will be subject to disciplinary action.

The College may report the activity to appropriate law enforcement authorities if it appears that the activity is a violation of local, state or federal law.

EMOTIONALLY DISRUPTIVE BEHAVIOR WITHDRAWAL

This withdrawal policy applies to students who engage in behavior that is potentially harmful to himself/herself and others, or otherwise renders him/her unable to follow the Student Code of Conduct. See guidelines as established under the Psychiatric Withdrawal Policy on page 50.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA) (BUCKLEY AMENDMENT EXCERPTS)

The overall purpose of FERPA is to afford parents and eligible students certain rights with respect to the students' educational records. At the collegiate level, this ACT affords rights to students, NOT PARENTS.

Student rights as summarized in section 99.7, are as follows:

1. The right to inspect and review the student's education records.
2. The right to request the amendment of the student's education records to ensure that they are not inaccurate, misleading, or otherwise in violation of the student's privacy or other rights.
3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that the ACT and the regulation authorized disclosure without consent.
4. The right to file with the U.S. Department of Education a complaint concerning alleged failures by the institution to comply with the requirements of the ACT and the regulations.
5. The right to obtain a copy of the institution's student records policy.

Copies of the Family Educational Rights and Privacy ACT, and the Student Record Policy are maintained in the Registrar's Office, the Library, and in the Office of the Vice President for Student Success.

FIRE ALARM SYSTEMS

Pulling alarm switches may manually activate all campus Fire Alarm Systems. NOTE: Fire alarms are local alarms only. The Fire Department must be called separately at 205-349-1100 or 911. Learn the location of alarm pull switches in facilities which you use frequently.

Fire Extinguisher

There are several different types of extinguishers in use. Familiarize yourself with the various types and their current applications.

Response to Fire Emergencies: "Remain Calm—Panic Kills"

General Rules for Response for Fire Emergencies:

1. Rescue persons in danger, if feasible.
2. Contain the fire by closing the nearest door.
3. Report the fire by pulling nearest pull alarm, call the Tuscaloosa Fire Department (205-349-1100) and give exact location of emergency, then call Campus Police at 205-366- 8927.
4. If trapped or isolated by fire:

- a. Remain low on the floor;
- b. Place rags, paper or any material available at door seams to reduce entry of smoke;
- c. Open windows (from top if possible);
- d. Hang the lightest colored piece of material or clothing available out of the window/or on the exterior doorknob to signal firefighters for help;
- e. Remain calm; help will arrive shortly;
- f. Don't jump from windows unless instructed to do so by firemen;
- g. Never attempt to use elevators to escape.

If the fire is not in Your Immediate Area:

1. DO NOT ATTEMPT to locate the emergency.
2. Go to the nearest fire exit and proceed to the evacuation assembly point.
3. If feasible, assist others who are moving toward the exit for which you are headed.
4. Do NOT attempt to use elevators.
5. Do NOT remain in the vicinity of the facility, move to evacuation assembly points and stay there until instructions are received from a Stillman staff person.

Fire Safety Plan

The potential for fire emergency is ever present in an institutional environment. Therefore, it is mandatory that all students participate fully in all fire safety efforts. Failure to cooperate or comply with established fire safety policies and procedures will be considered a serious breach of responsibility and could result in disciplinary action.

For your protection, some campus facilities have Fire Alarm Systems, and fire extinguishers on the floor. For these systems to be effective, you must be familiar with their use and the Emergency Preparedness Plan.

Evacuation

Campus facilities are to be evacuated **whenever** its fire alarm is activated.

Make yourself familiar with several means of exits from all campus facilities which you use.

Evacuation Steps:

1. Immediately upon hearing the audible signal of the fire alarm, stop whatever you are doing.
2. Alert, if feasible, anyone else in the immediate area that may not have heard the alarm.
3. Focus on a mental picture of the route you intend to use to exit the facility.
4. NEVER attempt to use elevators to exit a facility during an emergency.
5. If at all possible, join with other individuals using the same route.
6. REMEMBER—stay calm; panic kills.
7. Move quickly and safely to exit the facility.
8. Move away from the facility and go directly to the evacuation assembly area.

HANDLING STUDENT WRITTEN COMPLAINTS

Stillman is committed to providing a living and learning environment in which complaints are responded to promptly and professionally with maximum protection for all parties. As part of its commitment to creating a supportive and wholesome environment, the College adheres to ethical and responsible management procedures and views student complaints as providing an opportunity to educate, as well as review and improve its policies and practices.

If students feel that they have experienced unreasonable treatment, disadvantage, or distress, which they want to make a written complaint, they are encouraged to raise their complaint directly with the person(s) concerned. This is appropriate in matters where the student feels comfortable with making this approach, or where the complaint does not relate to allegations of unlawful behavior, illegal discrimination, or harassment.

Student Complaints

For the purposes of this process, a student is defined as any individual currently enrolled (full- or parttime) or who has been enrolled within the last two years.

A complaint is an expression of dissatisfaction concerning a Stillman College employee, department, service, process, or administrative action that requires clarification, investigation, and/or resolution.

- Complaints may be submitted verbally or in writing, but students are encouraged to use the official [Student Complaint Form](#).
- Complaints must be filed within **15 business days** of the action or occurrence that is the subject of the complaint.

- A concise statement of facts and the requested action or remedy should be included.

Process

Submission & Tracking

- The Office of Student Success (or designated office at Stillman College) will assign a tracking number and acknowledge receipt of the complaint using the student's provided contact information.

Initial Review

- The Office of Student Success will determine whether the complaint is appropriate for review.
- If the matter falls under another process (e.g., grade appeal, financial aid appeal, judicial process or academic discretion), it may be dismissed without further action from this office. However, the student will receive a communication to this end.

Referral

- If further action is required, the complaint will be referred to the appropriate administrator (VP, Dean, Director, or designee) for investigation and resolution.
- Within **10 business days** of receipt, the student will be notified in writing of (a) the referral and to whom it was made, or (b) dismissal of the complaint with the reason provided.

Investigation & Resolution

- The assigned administrator has **20 business days** from referral to investigate, communicate with the student, and provide a written resolution to both the student, the Office of Student Success and Academic Affairs.
- Extensions may be granted, but the student will be notified in writing if additional time is required.
- Complaints may be dismissed if the student fails to cooperate with the investigation.

HAZING POLICY

Hazing, as defined by Section 16-1-23, Code of Alabama (1975), and as such section as may be amended from time to time, is prohibited at Stillman.

Additionally, for the purpose of this Code, hazing shall include any mental or physical requirement or obligation placed upon a person by a member of an organization, individual, or group of individuals, which would cause discomfort, pain, or injury including, but not limited to, striking, laying open hand upon, treating with violence, intimidation, or offering to do bodily harm to a person with intent to punish or injure the individual, or other treatment of a tyrannical, abusive, shameful, insulting or humiliating nature.

Further, hazing is any action taken or situation created, whether on or off College premises, to produce mental or physical discomfort, embarrassment, harassment, ridicule or intimidation. Hazing is also considered to be the creation of a situation which results in, or might result in, mental or physical discomfort, embarrassment, harassment, ridicule or intimidation, including involuntary servitude often called "personal favors," paddling in any form, creation of excessive fatigue, late work sessions which interfere with scholastic activities, any traditional form/expression of Fraternity/Sorority exhibitionism,

and other activities which are not consistent with fraternal law, ritual, policy or regulations of Stillman. Both individuals and organizations may be held accountable for such activity, which could include expulsion.

Knowledge and failure of chapter, members, applicants, or candidates for membership to report immediately in writing any hazing violation by members, applicants, or candidates may also result in disciplinary action being taken against individuals and organizations.

The Office of Student Success enforces this policy and will not condone hazing of any student at the College. All members and individuals seeking membership in Greek-letter organizations must sign a form refusing to engage in or allow himself/herself to be subject to hazing. The form is obtained in the Office of the Vice President for Student Success or Office of Student Life.

Chapter Presidents, Intake Coordinators, and Alumnus/Alumnae Advisors must sign the form indicating that they have read and understand the Hazing Policy and Intake/Initiation Practices, and that their signatures attest that their organization follows and adheres to the Policy and all local, state, and federal laws.

I.D. CARD USE

1. I.D. cards are not transferable. Therefore, students may not lend them to others or use the I.D. card of another person. Should this occur, there will be a \$15.00 fine per student (i.e., lender and borrower), in addition to other disciplinary actions.
2. Lost or stolen I.D. cards should be returned to the Office of the Vice President for Student Success or Housing Office.
3. To obtain a new I.D. card the student must pay a Duplicate I.D. fee of \$20 to the Business Office.
4. I.D. cards must be provided to attend College-sponsored/campus activities (i.e., Athletic games and Student Life events) and to use Hay College Center facilities when indicated.
5. I.D. cards should be carried at all times and must be presented to on-campus police officers or College officials upon request and upon entering campus.

LAPTOP COMPUTER USAGE

In the classroom, laptops are to be used only for note taking or activities directed by the faculty in that classroom. If you use them for any other purpose, e.g., work for other faculty, web surfing, game playing, or communicating with others, you will be asked to

close down your computer, and leave the room. In the computer labs, you should observe the College policy on Computer Usage.

LIABILITY

The College is not responsible for the loss or theft of or damage to the personal property of students. Any such occurrences, however, should be reported promptly to Campus Police for an official report.

MEASLES/MENINGITIS POLICY

Effective Spring semester 1991, all students will be required to provide to the College documentation of their having had two (2) measles vaccinations. Stillman also requires that all new/transfer students present documentation of a meningococcal (meningitis) vaccine.

Students failing to comply with the policy will not be permitted to enroll at the College, until the requirement is met. Students who present formal documentation of medical or religious exemption are excluded from the provisions of this policy.

MISSING STUDENT POLICY

Anyone who believes a student to be missing for a period exceeding 24 hours should immediately report his or her concern to Stillman's Campus Police (205-366-8927). Reports of a missing student should be made to one of the following Stillman College officials:

- Chief of Police (205) 366-8927
- Dean of Students (205) 366-8838

In compliance with the Federal Higher Education Opportunity Act, federal law, 20 U.S.C § 1092j, a student may identify an individual to be contacted by the College not later than twenty-four (24) hours after the time circumstances indicate that the student may be missing. The student should notify the Emergency Contact that he or she has been designated as an Emergency Contact. For students under age eighteen (18) and not emancipated, Stillman is required to notify the custodial parent not later than twenty-four (24) hours after the time the student is determined to be missing. For detailed investigative procedures, contact the Office of the Vice President for Student Success and Campus Police.

MOTOR VEHICLES

Cars must be registered with the Chief of Police. Each operator must possess a valid driver's license, show proof of vehicle registration and liability insurance, and purchase

a decal. There is a decal fee of \$35 per year (September 1 to August 31). There will be a \$15.00 late fee for all decals purchased after the specified date. The decal must be appropriately displayed on the vehicle. The following regulations must be observed:

1. Parking is permitted in designated areas only.
2. Parking zones must be observed 24 hours a day without exception.
3. Reserved parking spaces must be observed at all times.
4. The maximum speed limit on campus streets is 10 miles per hour unless otherwise posted.
5. All “STOP” and “SLOW” signs are to be observed.
6. Reckless and careless driving is forbidden on campus.
7. Movement of traffic along the campus where College streets are not provided is forbidden.
8. Motorcycles are not allowed on the campus beyond the posted points.
9. Vehicles parked in unauthorized parking spaces (staff/faculty/student) will be towed.
10. Any individual who commits three or more littering, parking, or moving violations will lose driving privileges on campus.

Violations and Fines

No Decal	35.00
Double Parking	35.00
Reckless Driving	75.00
Improper Passing	50.00
Driving on Grass	35.00
Excessive Noise	75.00
Speeding	75.00
Improper Parking	35.00
Parking in Reserved/No Parking Zone	50.00
Parking in a Driveway	25.00
*Immobilize Vehicle	50.00
Parking in Handicapped Space	100.00
Disregarding traffic and loitering signs	35.00
**Sagging Pants	25.00
Littering beside and underneath vehicle	250.00

*The fee must be paid prior to the release of one’s vehicle.

**Monies must be paid in cash within 24 hours or will be billed to the student’s account.

NOTE: ALL FEES MUST BE PAID AT THE BUSINESS OFFICE. A \$50.00 LATE FEE WILL BE ADDED TO ANY FINE NOT PAID WITHIN 24/48 HOURS OF RECEIPT. IF FINES ARE NOT PAID OR VIOLATIONS ARE REPEATED, VIOLATORS MAY BE SUBJECT TO THE LOSS OF DRIVING PRIVILEGES ON CAMPUS.

NON-DISCRIMINATION

Stillman is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, gender, religion, national origin, sex, age, or against qualified handicapped persons, disabled veterans, or veterans of the Vietnam era, as identified and defined by law. Inquiries concerning this policy should be directed to the College Compliance Officer located in the Batchelor Building, Room 205, (205) 860-7845 ext. 8150, and cking@stillman.edu

ON-LINE POSTING

Students are reminded that pictures and information posted on the Internet via programs such as Facebook, Instagram, Twitter, and other social media platforms are public information. Pictures or information from these sources that describe or document behavior that are brought to the attention of the College and which reasonably suggest that behavior violating College policy has taken place, on campus or at a College- sponsored function off-campus, is subject to further investigation and verification by the College. Any College policy violations that are documented as a result of such an investigation will result in appropriate disciplinary action by the College.

PETS AND ANIMALS

Pets and animals, with the exception of certified service animals, are not allowed on the campus.

Service Animals

In accordance with the revised Americans with Disabilities Act (ADA) regulations (2011), service animals are permitted in Stillman College facilities for persons with documented disabilities. The ADA defines a service animal as a dog that is individually trained to work or perform tasks for the benefit of an individual with a disability (including physical, sensory, psychiatric, intellectual, or other mental disability). The work or tasks must be directly related to the handler's disability. Examples include, but are not limited to, guiding individuals with impaired vision, alerting individuals with impaired hearing to intruders or sounds, or pulling a wheelchair. Service animals that meet the ADA definition are permitted to accompany an individual with a disability to class, services, activities, programs, field trips, or residences. However, service animals must be under the handler's control at all times, be housebroken, in good health, and current with all appropriate vaccinations. Documentation of the service animal vaccinations, training, and health status

must be in the Student Development Center, the Student Success Office, and other campus offices. In addition, service animals may wear a harness, identification tag, or other gear that readily identifies its working status. The service animal may be licensed from an approved training program or have a current license and tags from local authorities. Handlers are held responsible for any property damage. The handler is also responsible for cleaning up animal waste.

Any service animal may be removed from campus either temporarily or permanently if it becomes disruptive, unruly, or in ill health. For example, a service animal that displays aggressive behavior towards people may be excluded. Service animals whose sole function is “the provision of emotional support, well-being, comfort, or companionship” are not considered service animals under the ADA. Questions related to the student use of service animals on campus should be directed to the Office of Student Development at asmith@stillman.edu

POSTERS AND SIGNS

The general policy governing posters and signs is as follows:

1. All posters, signs, pictures, and lettering of any kind must be displayed on windows, doors, or Bulletin Boards. They may not be affixed to walls.
2. The Office of the Director of Student Life and Housing and/or the Vice President for Student Success should approve all posters and signs displayed on Stillman property.
3. Content of posters and signs must be neat, legible, spelled correctly, and in good taste. Any posters or signs considered inappropriate will be removed.
4. Posters and signs must bear the name of the sponsor (s).
5. Posters and signs should be removed within twenty-four (24) hours after the event. Failure to do so may result in penalties including but not limited to, non-approval of posters and signs submitted for approval in the future and Student Activity based fines.

PSYCHIATRIC WITHDRAWAL

In the event that a possible emotional or psychiatric disorder results in a student engaging in behavior that is potentially harmful to him/herself and others, or otherwise renders him/her unable to follow the College’s Student Code of Conduct the following steps may be taken:

1. The Vice President for Student Success or a designee shall counsel with the student and the student’s parent/legal guardian in order to try to affect a voluntary

withdrawal and a prompt referral to a psychiatric facility for evaluation and treatment.

2. The College has the right to have an outside, independent psychological evaluation made of the student's fitness to continue as a member of the College community.
3. Where agreement cannot be reached, the student shall be notified in writing (except in emergency situations) of the time and place of a meeting by the College.
4. An informal meeting will be held. A family member or another person of the student's choice from within the College community may accompany the student. The final decision will be based on medical and psychological evidence and or documented evidence of dangerous behavior.
5. Where a determination is made that withdrawal is appropriate, a statement of the reason for the decision will be forwarded to the student's parent/legal guardian.
6. Fees will be refunded according to the policies stated in the College catalog.
7. The withdrawal will be recorded in the student's permanent record as a medical withdrawal.
8. In emergency situations, the college reserves the right to act outside the normal process and to act in accordance with its best judgment for the benefit and health of the student and for the best interest of the College and its students.

RAPE

Because rape is everyone's concern, it is important for all Stillman students to know where to turn for help and what to do if she/he or a friend is raped. Whether the rapist was a stranger, acquaintance, close friend, or date, there are certain services a student needs. All services to sexual assault survivors are confidential with the exception that physicians and hospital personnel are required by law to report rapes to the police. It is the survivor's choice, however, whether to talk to the police.

Regardless of any physical injuries, the student should have a physical exam. The examination will gather semen, saliva, hair fibers, etc. that may be helpful in a legal case. The exam will also check for venereal disease and pregnancy.

The student may obtain a medical exam at the emergency room at DCH Regional Medical Center. The decision of where to go should be based on whether the student wishes to pursue legal actions against the assailant. The physicians at the Emergency Room at DCH or Northport Hospital DCH are trained to perform a medical examination in which the physical evidence of the assault is collected and preserved for legal action.

If the student is in an unsafe area, she/he should move to a place of safety. If the student is on campus, she/he should immediately contact campus police (205) 366-8927 and or the

Tuscaloosa Police Department. Attacks that occur off-campus should be immediately reported to the nearest law enforcement agency. If the student is in the residence hall, she/he should contact the Resident Life Living Assistant on duty, Campus Police and city police.

After the Rape a student should do as follows:

- Do not brush your teeth or gargle.
- Do not shower.
- Do not douche.
- Do not change clothes.
- If you have changed clothes, bring them with you to the hospital.
- Clothes must be placed in brown paper bags. Do not use plastic bags. The clothes may be stained with blood, semen or other bodily fluids, which will make for good evidence.
- Also bring a change of clothes.

If the student needs transportation to DCH Regional Medical Hospital or Northport Hospital DCH, she/he should contact campus police at (205) 366-8927.

The College has Title IX Coordinator and other personnel who can provide counseling, advising, and referral services. The Title IX Coordinator is located at Stillman College, Batchelor Hall, can be contacted at 205-349-4240 ext. 8894 The student may also contact off-campus resources including Turning Point Domestic Violence/Sexual Assault Services at (205) 758-0808. Turning Point's phone number is (205) 758-0808 and is answered 24 hours per day.

RELATIONSHIPS

The College discourages intimate and financial relationships between its employees and students. Such relationships are expressly forbidden when the context for the relationship is instruction, coaching, employment, mentoring, or other relationships wherein students are a captive audience. These regulations apply to opposite sex and same sex relationships. Students should avoid contact or conversations with employees that a reasonable person might construe as a prohibitive relationship. Appropriate sanctions will be taken against persons who violate this policy.

RESIDENCE HALLS

General Rules Governing Residence Halls

1. In cases of inclement and severe weather and forecasts of impending tornadoes, residence hall visitation ends, and students are advised to return to and/or remain in their residence halls and await emergency instructions.

2. Unless granted permission per the co-ed visitation criteria and guidelines entertaining of friends is to be done in the lobby or lounge of the residence hall during official hours and not in personal rooms.
3. Rooms are to be kept clean and tidy at all times. They may be inspected, preferably with the occupants' consent, and presence, but may be checked and searched for safety hazards and other reasons at the discretion of College officials.
4. Permission to paint or redecorate rooms must be secured from the Assistant Director of Residence Life or the Dean of Student Life/Director of Housing.
5. Mechanical vehicles such as motorbikes, hoverboards, scooters, etc., are not permitted in students' rooms.
6. Pets and animals, except for certified service animals, are not permitted in residence halls.
7. Objects and clothing are not to be placed in or hung outside windows. Windows are to be kept always locked for security reasons. There is a \$50.00 charge levied to the student for opening windows.
8. Unauthorized visitation in the rooms is prohibited. Sexual activity of any kind in residence halls is strictly forbidden.
9. Practicing voice or musical instruments in residence halls is not allowed.
10. Flammable materials are prohibited in residence halls.
11. Students are required to attend each monthly hall and mandatory floor meetings. Absence from any two consecutive meetings will result in the loss of housing for the following semester.
12. The atmosphere in the residence halls must always be conducive to study. In addition to the observance of quiet hours, excessive noises, loud radios/stereos, boisterous behavior, and activities will not be tolerated. Students who violate this policy may have their equipment confiscated and they may be evicted from the Residence Hall.
13. Students are expected to participate in inclement weather and fire drills.
14. Use of residence hall facilities by unauthorized persons or groups is forbidden.
15. Keys to College property may be held only by authorized persons and may not be loaned. Students may be charged a service fee of \$85 for replacing the lock and for keys not returned.

16. Non-Residents, including children, are not permitted to remain overnight in the residence halls without permission of the Director of Student Life and Housing. Charges will be levied upon all room occupants.
17. Students are advised to inform their Resident Life Living Assistants of their whereabouts when absent from the campus overnight.
18. Tampering with fire alarms, safety equipment, or setting off door alarms is strictly forbidden, and violators will be fined \$500 and billed to student account.
19. Residence Hall visitation hours will be set each semester at the discretion of the staff. Loitering around a residence hall after visiting hours is prohibited.
20. Occupants are responsible for all room furnishings including window screens. Damages and defacement of College property may be charged to room, floor or residence hall occupants. College property must not be removed from the room nor taken from the building.
21. The College shall not be liable for the loss of money, valuables, or damage to the property of any resident. Students are required to purchase insurance coverage for personal losses.
22. Unauthorized visitation in the residence hall room is prohibited. The minimum sanction for the guilty parties is suspension from the residence halls. Non-Stillman students may be jailed.
23. The College reserves the right to require a student to move from the Residence Hall if the student is in violation of any hall policy and the Student Code of Conduct.
24. Students dismissed from the College lose their claim to a room in the Residence Halls, and if reinstated, they may be assigned to a Residence Hall waiting list.

Facilities

The College operates three (3) residence halls – one (1) for females, Roulhac, and two (2) for males, Hay and Wynn as well as an off-campus apartment.

Housing Policies

- A. New and Admitted students should complete and submit a Housing Application to the Assistant Director of Housing along with a \$200.00/\$300.00 Housing Fee prior to being assigned a room and issued a key. Room deposits are accepted in cashier's check, money order, online payment, or credit card only. **The Housing Fee is nonrefundable.** Returning students will also be expected to pay a Room Reservation Fee of \$100 at the end of each academic year to reserve a space for the next year. Room availability is first come, first served.

- B. At the opening of the College term, a student should report to the residence hall to which he/she has been assigned. Housing fees may be paid in the Business Office at this time if not paid previously.
- C. The Office of Residential Life/Housing determines the number of occupants for a given room. Since Stillman operates the residence halls on a “full occupancy” basis, when a student moves out, another student can be assigned a new roommate.
- D. Prospective students who have paid their housing fee but deferred enrollment to the second semester should reapply for housing by contacting the Office of Residence Life/Housing.
- E. The College reserves the right to deny the privilege of residence hall accommodations to persons who show flagrant disregard for the policies and procedures governing residential living, or for health reasons.
- F. All freshmen students, with the exception of international students and students whose permanent address is less than 50 miles from Stillman prior to admission or registration, must live on campus both semesters.
- G. Students who receive at least 51% of their financial support from the College must live on campus. This includes students whose combined support from multiple sources is equal to, or greater than 51%. All students who receive 100% of their financial support from the College must live on campus. No exceptions.

Student Rooms

Each student is responsible for and shares in the care of his/her room and the protection of the furnishing therein.

- A. Since each student is responsible for the overall condition of his/her room and furniture, assessment will be made for any damage to the walls and/or furniture beyond normal wear and tear. Students will be held responsible, and charges will be made if scotch tape, paste, glue, nails or tacks or any disfiguring materials mar walls. In the event a room key is lost or stolen, the student should immediately contact Residence Hall Staff so that locks can be changed, and new keys assigned. Student must present proof of payment of \$85 prior to issuance of new key.
- B. The Resident Life Living Assistant makes occasional room checks to ascertain the condition of the rooms. The College reserves the right for authorized personnel to enter a room at these times:
 - 1. When maintenance or personnel need to enter for room damage, repair, or maintenance,

2. When there is a cause to believe the room is being used for illegal purposes,
 3. When there is reason to believe the occupant's life or health is in danger, and
 4. To ensure that College policies and procedures are followed.
- C. Vinyl mattress pad covers are required in all residence halls.
- D. Furniture should not be moved from one room to another.
- E. Residence Hall laundering facilities, including washers and dryers, are available. The use of other than U.S. coins to operate the machines is illegal.
- F. Work Request: Students should report all requests for repairs to the Resident Assistant or Resident Life Living Assistant, who is responsible for completing a work order for repairs. Only in the case of an extreme emergency should the request be called in by telephone to Plant Operations.
- G. Electrical Appliances: Electric skillets, curling and pressing irons, hot plates, irons, cooking equipment, etc., are to be used only in places designated for their use. Care must be taken not to overload existing circuits. Use of multiple or duplicate appliances like microwaves and refrigerators in the same room are not allowed. Lights, radios, TV and stereos should be turned off when a student is out of his/her room.
- H. Quiet Hours: All students are expected to be considerate of others who are studying and sleeping. Stereos, radios, televisions, laptops, and loud conversations should not be heard outside a student's room. Designated quiet hours are from 8:00 p.m. to 8:00 a.m. and all residents are to adhere to them.
- I. The College shall not be liable for the loss of money, valuables, or damage to the property of any resident. Students are encouraged to purchase renter's insurance, to engrave identifying marks on valuable items (TVs, DVD players, stereos, etc.), and to record item serial numbers. Renter's insurance brochures are available in the Office of Residence Life/Housing, Residence Halls, Student Life, Business and Vice President for Student Success Offices. The College promotes an environment of safety and honesty; however, the College is not responsible for the loss of or damage to student property.
- J. A charge is levied each semester to students responsible for damages and violation of housing policies in the residence halls. If damage occurs in a hall and no student is found guilty of the damage, the entire floor/hall may be subject to charges. Levied charges must be paid in cash to the Business Office within 48 hours of the damage. Failure to do so may result in the loss of housing privileges.

Estimated costs are listed below (these may be adjust depending on market rates:)

Smoke Detector	\$100.00	Blinds	\$50.00
Exit Sign	\$100.00	Wall	\$50.00
Light Cover	\$100.00	Cracked/Stained Floor Tile	\$150.00
Broken Window	\$100.00	Dirty Room	\$150.00
Open Window	\$50.00	Illegal Door Exit/Entry	\$500.00
Office Window	\$300.00	Pulled Fire Alarm	\$500.00
Broken Door	\$500.00	Cut/Stained Mattress	\$50.00
Lost Key	\$85.00		

A prorated charge is levied to students who voluntarily vacate the halls prior to the end of a semester. If a student resides in the Residence Hall:

1 week - Student will receive 80% of room and board.

2 weeks - Student will receive 60% of room and board.

3 weeks - Student will receive 40% of room and board.

4 weeks - Student will receive 20% of room and board.

5 weeks - Student will receive 10% of room and board.

- K. Students are free to display posters and other items in the room. However, possessions or displays, which are inconsistent with, accepted standards or College policies should not be displayed. Collections of alcoholic beverage containers, posters of nude men or women, and potentially harassing or intimidating visual material are strictly prohibited.

Common Interest Rooms

Some residence halls have lounges, TV rooms, study rooms, kitchens, and laundry rooms. With the right of access to these facilities goes the responsibility to adhere to residence hall policies regarding their use:

- A. Students who use any of these facilities are responsible for the condition in which they are left. Students who move furniture from common interest rooms may be subject to penalty.
- B. As smoking is considered a health hazard, it is not permitted in any College facility.

Guests and Visitors

- A. After 1:00 p.m., students may receive guests in the residence hall. They are responsible for ensuring their guests leave the residence halls and escort them to the front desk promptly at 11:00 p.m.
- B. As smoking is considered a health hazard, it is not permitted in any College facility. See Smoking Policy.

- C. Escorts are permitted to accompany students to the door of residence halls after 11:00 p.m. but may not enter or loiter around the residence halls.
- D. Students may not permit UNAUTHORIZED students, guests, and children to spend the night in their rooms. The Assistant Director of Residential Life or the Director of Housing must approve exceptions.
- E. Unauthorized members are not permitted in students' rooms (including private and basement rooms), hallways and downstairs lounges. If this regulation is violated, first time offenders will be placed on disciplinary probation and must perform campus/community service. Repeat offenders will be required to vacate their respective residence halls within forty-eight hours and placed on disciplinary probation with campus/community service hours. Thereafter, students lose all privileges to reside in campus housing during their tenure at the College.

Policies Regarding Room Change

- A. Subject to space availability, a student may be granted permission by the Resident Life Living Assistant to change rooms within his/her residence hall within the first three weeks of the semester. Any request for a change to another residence hall must have the approval of the Director of Residence Life/Housing. The Director of Residence Life/Housing and/or the Vice President for Student Success reserves the right to make all final decisions regarding room assignments.
- B. Students are advised not to make room change requests arbitrarily. When differences exist between roommates, students will be strongly encouraged to work out those differences since learning to live with others is an important aspect of the collegiate experience.
- C. The Office of Residence Life/Housing reserves the right to require a student to change or vacate rooms when health, interpersonal, or psychological difficulties warrant change.

Residence Hall Hours

A. Visitation hours in the residence halls end at 11:00 p.m.

B. Residence halls are locked as follows:

12:00 a.m.	Sunday through Thursday
2:00 a.m.	Friday and Saturday

Telephones:

- A. Office phones are for general office use. Students may neither charge long distance calls nor engage the office phone for more than three minutes.

Holidays and Spring Break

The College closes all residence halls during Thanksgiving, Christmas, and Spring breaks. All students must vacate the halls by the time designated to begin the period. Exceptions may be made for **in-season athletes only**.

1. The College assumes no responsibility for personal belongings of students that are left in the residence halls during breaks or other vacation periods.
2. Students must vacate the residence halls and remove all belongings by the designated date at the end of each spring semester.
3. Students will be charged a cleaning fee of \$150.00 for belongings left in rooms and for rooms left untidy.
4. Travel arrangements should be made by the student prior to the time of scheduled check out and closing of the residence halls.
5. Residence hall closure dates will be announced for each break.

SEXUAL HARASSMENT

Stillman reaffirms the principle that its students, faculty, and staff have a right to be free from sex discrimination in the form of sexual harassment by any member of the academic community. No employee or student at Stillman shall be subjected to sexual harassment. Sexual harassment will not be condoned.

Sexual harassment is defined as an attempt to coerce an unwilling person into a sexual relationship; to subject a person to unwanted sexual attention; to punish a refusal to comply; to create a sexually intimidating, hostile, or offensive working or educational environment. Sexual harassment is understood to include a wide range of behaviors, from the actual coercing of sexual relations to the unwelcome emphasizing of sexual identity. The definition will be interpreted and applied consistent with accepted standards of mature behavior, academic freedom, and freedom of expression.

Sexual harassment in any situation is reprehensible; it is particularly damaging when it exploits the educational dependence and trust between students and faculty. When the authority and power inherent in faculty relations to students, whether overtly, implicitly, or through misinterpretation, is abused in this way, there is potentially great damage to individual students, to the persons complained of, and to the educational climate of the institution. While a particular interaction must be offensive and nonconsensual to be defined as harassment, faculty members and other individuals in positions of authority should be sensitive to the questions of mutuality of consent that may be raised and to the conflicts of interest that are inherent in personal relationships where professional and educational relationships are also involved.

Sexual harassment is unacceptable conduct at Stillman and shall subject the offender to possible disciplinary action up to and including suspension or dismissal.

Individuals who believe they have been sexually harassed may obtain redress through the established procedures of the institution. Complaints about sexual harassment will be responded to promptly and equitably. The right to confidentiality of all members of the academic community will be respected in all procedures, insofar as possible. This policy explicitly prohibits retaliation against individuals for bringing complaints of sexual harassment. Formal procedures will not be initiated without a written, signed complaint.

Any individual who feels that he or she is being sexually harassed is encouraged to initiate a formal complaint to the administrative officials set forth below: Students with complaints of sexual harassment against faculty members and staff members in academic departments, divisions or support units should contact the Vice President for Student Success or the Vice President of Academic Affairs. Students participating in internships, field/practicum placements, student teaching, or similar academic experiences in settings off campus should report complaints of sexual harassment to the College faculty member providing supervision or to the Vice President for Academic Affairs. Complaints of sexual harassment outside academic departments, divisions or support units should be addressed to the Vice President for Student Success.

Employees should report complaints of sexual harassment to the unit leader in the administrative division in which they are employed or to the Human Resources Director who also serves as the personnel officer and as a reporting channel for complaints of sexual harassment for all College employees.

Individuals who believe for any reason they cannot effectively communicate their concerns or complaints through the above channels may consult the Title IX Coordinator, Dr. Bettye Mullen, at (205) 349-4240 ext. 8894 or bmullen@stillman.edu.

The College will disseminate information periodically on sexual harassment to students, faculty, and staff members through workshops, bulletins, brochures, College staff, student newspaper and College handbooks.

SMOKING

Stillman College is a tobacco-free/vape free campus. The use of tobacco products in College-owned buildings, on College property or within College-owned vehicles is prohibited. This policy applies to students, employees, and visitors to our campus. For the purposes of this policy, tobacco is defined as any type of tobacco product that is smoked or masticated including, but not limited to, cigarettes (commercial or handmade), cigars, cigarillos, black and milds, pipes, hookahs, and chewing tobacco. Vaping and juuling are also prohibited. Organizers and attendees at events, such as conferences, meetings, public lectures, social and sporting events, using Stillman College facilities will be required to abide by the College's Tobacco Policy. Faculty, staff, and students who need assistance

with smoking cessation or tobacco-related concerns should contact the Tobacco Prevention and Control Coordinator at the Tuscaloosa Health Department at (205) 554-4558.

SOLICITATIONS, CANVASSING, AND SALES

Solicitations, Canvassing, and Sales are prohibited on campus except by Stillman students with the permission of College Officials. Exceptions for other groups and companies may be approved at the discretion of the Vice President for Student Success or the Vice President of Finance and Administration.

STUDENT ACTIVITIES

The Office of the Director of Student Activities shall serve as a central clearinghouse for all social functions, conferences, and meetings. Please note the following procedures for scheduling student activities:

Procedures for Scheduling Student Activities

1. Secure a Request for College Facilities Form from the Office of Student Life located in the Hay Center
2. Complete the top portion of the facilities requisition form and obtain the advisor's signature, who must attend the event. If the advisor is not present, the event will be subject to cancellation. The facilities requisition must then be presented to the administrator at the top of the signature protocol, as indicated on the form, for approval. The form shall be circulated to other administrators for approval prior to final approval.
3. Facilities requisitions must be submitted to the appropriate office, including the Chief of Police, no later than three full days prior to the event. Cancellation of an approved activity must be submitted, in writing, to the Director of Student Life and Housing at least 48 hours prior to the start time of the event. Failure to do so may result in penalties including non-approval of future events and student activity- based fines.
4. No club or organization can schedule a meeting or activity during midterms, dead week (one week prior to final exams), final examination periods, Religious Emphasis Weeks, Convocations, Chapel, Presidents Colloquiums and other major institutional events.
5. All student organizations must submit an updated list of major activities planned to the Office of Student Activities to avoid conflicts in scheduling.

Guidelines for Use of College Facilities

1. Secure permission to use the facility for special events as #1 above.

2. The Tiger Lounge and the TV viewing area are for socializing. Braiding hair and smoking are prohibited in these areas. Violators will be asked to leave the area.
3. Students are asked to keep the area clean, and refrain from loud conversation, music, and card playing. Violators will be asked to leave the area.
4. Pets are not allowed in the College Center. See College Pets and Animals Policy. Violators will be subject to College guidelines.
5. Recognized student organizations are permitted to solicit on campus. Funds from campus sales must be used for charitable purposes. The Director of Student Life and Housing or the Vice President for Student Success must give approval. Permission for off- campus sales must be secured from the Vice President for Student Success.
6. Notice, posters and lettering of any kind may be placed on Bulletin Boards, windows, and doors only. The Director of Student Life and Housing or the Office of the Vice President for Student Success should approve all posters and signs. Posters and signs should be removed within 24 hours after the event. Failure to do so may result in penalties.

GREEK CHAPTERS

Stillman has traditionally hosted chapters of eight national Greek-letter organizations on the campus. Since their founding after the turn of the 20th century, African/American fraternities and sororities have made significant contributions to the human development process. Existing often in hostile educational and social environments at their home campuses, Black Greek-lettered organizations have extended for their members and for the broader community a constructive tradition. This tradition has included academic support, bonding in extended families, community service, and the promotion of ideals and values that have aided personal and group development. At Stillman, this proud tradition has also included involvement at all levels with activities and programs of service to the College and the student body in general. The Greek-letter organizations include Alpha Kappa Alpha, Alpha Phi Alpha, Delta Sigma Theta, Kappa Alpha Psi, Omega Psi Phi, Phi Beta Sigma, Sigma Gamma Rho, Zeta Phi Beta, and Iota Phi Theta.

Guidelines for Greek and Non-Greek-Letter Organizations

The following guidelines govern Greek-letter organizations at Stillman:

1. Fraternities and sororities must function in accordance with College Policies and the College's Statement of Relationship Between Greek-Letter Organizations and the College. Each fraternity and sorority shall be represented and governed by the National Pan Hellenic Council and shall have a faculty or staff advisor chosen by the local

graduate chapter and or appointed by the College and shall be an active participant in all National Pan Hellenic Council Functions.

2. All organizations holding membership intake must do so during the following specific dates:
 - a. Fall - two (2) weeks after classes begin
 - b. Spring - two (2) weeks after classes begin and no later than one (1) week before semester ends.
 - c. *No intake activity is permitted during mid-term examinations and must conclude one week prior to final examinations. Requests for exceptions must be submitted in writing to the Dean of Student Life
 - d. *Failure to conduct an annual intake may result in the organization being placed on inactive status.
3. All active members of Greek, Non-Greek, Clubs, Athletics, Band, Choir, and Organizations must participate in an Anti-Hazing Workshop each semester prior to participation in an intake process.
4. All students interested in joining a Greek, Non-Greek, Club or Organization must participate in a Mandatory Awareness Seminar (held in the fall of academic year) sponsored by the Office of Student Life.
5. Greek-letter organizations that intend to conduct a membership intake procedure must complete all parts of the Stillman membership intake plan and submit it to the Office of Student Life **two (2) weeks prior to the start of the membership intake procedure.**
6. *The institutional petition form requires the signatures of the Registrar, Business Office, Office of Student of Student Life, and the Vice President for Student Success.
7. The Director of Student Life will notify the official advisor of the organization in writing as to the status of the petition and eligibility of all prospective members.
8. Prior to intake activity, a meeting of prospective candidates must be scheduled with the Vice President for Student Success to review the College expectations and hazing policy.
9. All Greek-lettered organizations must hold chapter meetings, membership interest meetings, intake initiation, and probate ceremonies on campus unless approved otherwise by the Office of the Vice President for Student Success
10. *A student may participate in intake procedures of a Greek-letter organization when he/she attains sophomore standing; having earned a minimum of thirty-two (32) credits, and a cumulative GPA of at least 2.5. Transfer students must have been in good academic, financial, and social standing with the school prior to enrolling at

Stillman and must have completed one semester or twelve (12) hours at Stillman as a full-time student.

11. *Any student invited to join a Greek-letter organization must have satisfied his/her financial obligation with the College and other regulations with regard to scholarship and conduct.
12. *Students have a right to full disclosure of the direct and indirect cost of intake activities after having been accepted as a candidate into the intake process. Each fraternity/sorority, club/organization is obligated to provide this information upon request.
13. During the intake process initiates are not permitted to engage in the following activities:
 - a. Public demonstrations such as bowing before brothers or sisters and other “humiliating” activities.
 - b. Any meetings or activities that require an individual initiate’s time before 8:00 a.m. and past 11:00 p.m.
 - c. Providing personal services or being required to perform personal or menial tasks.
 - d. Disruptive activities during campus activities i.e., classes, residence hall programs, religious services (chapel), study hours, etc.
 - e. Activities which damage or destroy any property on or off campus.
 - f. Any activity that will reflect unfavorably upon the College or the organization.
14. Greek organization’s individual members and chapter must maintain a minimum grade point average of 2.5 to remain active. The average is computed from the sum of hours pursued and grade points earned by all active members of the organization the previous semester. Failure to maintain this requirement will result in the organization being placed on inactive status until such time as it does achieve the minimum average.
15. Inactive status constitutes a suspension of public meetings, activities, or social affairs, participation in any cluster, district, regional, or national or general organization activities, participation in any organization step show, wearing organizational paraphernalia, and may not initiate new members or represent the organization in any fashion.
16. Serenading is permitted on campus with the provision that it in no way disrupts classes, residence hall programs, religious services, study hours, etc. Serenading at crossings

requires the completion of the facility request form secured from the Director of Student Activities.

17. The Vice President for Student Success must approve plans for serenading. (See section below on sanctions).
18. *All student organizations are required to have at least one-member attendance at each monthly President's meetings. Date, time, and location of meetings will be placed in the Student Activities Calendar. The penalty is placed on the organization not the individual. Here are the penalties for missing the required meeting:
 - 1st Absence: 2 hours of service to be completed in two (2) weeks. This is above and beyond requirement to maintain active status.
 - 2nd Absence: 5 hours of service to be completed in two (2) weeks. This is above and beyond requirement to maintain active status.
 - 3rd Absence: Organization loses active status for the rest of the semester.
19. *Officers and members will be expected to actively participate in a series of leadership workshops sponsored by the Office of Student success/Student Life.
20. *Greek-lettered organizations are expected to actively contribute to the causes of education at African American colleges and universities. Greek organizations are expected to contribute a minimum \$100 and must be paid before or by October 1st of each academic year. Monies are to be paid to the Pre-Alumni UNCF account in the Business of by October 1 of each year.
21. Greek-lettered organizations must complete the following service and programs to maintain charter on the campus:
 - Fifteen (15) hours of Community Service (Off-Campus)
 - Fifteen (15) hours of Campus Service
 - Two (2) programs from the Wellness Wheel
 - Have one (1) fundraiser/project to support or exceed the minimum UNCF contribution
 - Host a week of events including a weekend during the academic year.

A report on each activity must be filed with the Office of Student Life on or near the suggested date of the activity. Failure to comply will forfeit an organization's right to function.

22. All chartered Greek-Letter organizations must participate in required College sponsored Step Shows (Homecoming, Grand Greek Spring Show, etc.) to remain chartered on the campus unless otherwise granted permission not to participate.
23. The National Pan-Hellenic Council is the principal governing body for all Greek- letter organizations. The council shall establish guidelines for the organization, monitor

- compliance with the guidelines, and establish appropriate sanctions. All actions of the Council are subject to the approval of the Vice President for Student Success.
24. *National Pan-Hellenic Council Executive Council shall be composed of the Presidents and/or representatives of all Fraternities/Sororities, advisor(s) to National Pan-Hellenic Council, Dean of Student Life, and the Vice President for Student Success. The National Pan-Hellenic Council shall be comprised of two (2) representatives from each active organization.
 25. *Greek-lettered organizations are expected to have at least one membership intake during the academic year. Legitimate cause for exceptions by the National Organization or membership must be submitted in writing and approved by the Vice President for Student Success.
 26. Hazing, as defined and described in the College Hazing Policy, which the President of each organization must sign at the beginning of each year, is expressly forbidden. Should the College become aware of such abuses on the part of the fraternity/sorority or any of its members, the College will immediately suspend the Chapter indefinitely pending the results of the investigation. In the event the abuse charges are substantiated, the College will invoke appropriate disciplinary sanctions against the individuals as well as the fraternity/sorority chapter. (See section below on sanctions).
 27. *All Greek and Inter-fraternity organizations will be assigned a designated area of campus to keep litter free.

Academic Standards for Greek-Lettered Organizations

Because one of the main concerns of the College and the Greek system must be the promotion of the academic success of its students (members), these selected guidelines related to academics are emphasized.

Each member of a chapter is required to maintain the minimum grade point average of 2.5 on a 4.0 scale set forth by its parent organization. Otherwise, he/she must be placed on the fraternity's/sorority's inactive list. Names of all active and inactive members must be filed with the Offices of the Director of Student Life and Housing.

In accordance with stated College policy, a student who is subject to dismissal from the College, but is permitted to continue on academic probation, may not hold an elected office or appointed office in any chapter or council function during time of probation.

Each chapter is required to designate one person as scholarship chairperson. The Director of Student Life and Housing will serve as liaison to the scholarship chairperson. The Department will be responsible for assisting in the development of a scholarship program that assists students in academic jeopardy recognizing those who excel academically.

Sanctions for Intake Violation

The range of disciplinary actions which may be invoked as a consequence of infractions of College Policies or Regulations regarding Intake activities extends from warnings or censures to suspension or dismissal of the individual(s) involved and/or the revocation of the fraternity's or sorority's charter. Each case is handled individually, and the action taken depends entirely upon the severity of the infraction the degree to which the individual or organization has participated or been in connection with the infraction, as well as a consideration of all other facets of the specific situation. Sanctions, which may be invoked, include, but are not limited to, the following:

Chapter Sanctions:

Revocation of the Chapter: This constitutes a permanent, complete, and irrevocable dissolution of all rights and privileges accorded to the fraternity or sorority chapter in question. Revocation is generally used in cases of gross misconduct on the part of a fraternity/sorority or its members with regard to Intake violations or hazing.

Suspension of Charter: This constitutes a complete dissolution of all rights and privileges, previously accorded to the fraternity/sorority in question, for a specified period of time. During the period of suspension, the fraternity/sorority in question will not be allowed to conduct activities of any type. Furthermore, an organization facing such action will not be allowed to represent itself in any manner on or off campus. The authority to suspend/revoke a chapter rests with the Vice President for Student Success.

Inactive Status: This constitutes a suspension of public meetings, activities, or social affairs; participation in any organization step show; participation in any Cluster, District, Regional or National or General Organization activities; wearing paraphernalia and may not initiate new members or represent the organization in any way.

Individual Member Sanctions

Sanctions against individual Fraternity or Sorority members may include, but not limited to: Inactive status, Dismissal from the College, Suspension from the College, Disciplinary Probation, Removal from College housing, and Warning/Censure.

NON-GREEK STUDENT ORGANIZATIONS

All student Organizations are required to have at least one member in attendance at each monthly Student Senate Meeting. Date, time, and location of meetings will be placed in the Student Activates Calendar. The penalty for missing meetings is placed on the organization not individual members. The penalties for missing the required meeting include:

- 1st Absence: 2 hours of service to be completed in two (2) weeks. This is above and beyond requirement to maintain active status.
- 2nd Absence: 5 hours of service to be completed in two (2) weeks. This is above and beyond requirement to maintain active status.
- 3rd Absence: Organization loses active status for the rest of the semester.

Active membership in chartered Inter-fraternity Student Organizations shall be limited to full-time enrolled students or part-time students, with the approval of the Vice President for Student Success. Students must have a minimum of 2.0 grade point average to participate. Freshmen may participate in an intake of an Inter-fraternity organization as long as they meet the eligibility requirements.

A student shall not be considered an active member and is not eligible for participation in an organization or club unless his or her name is included on the membership roster, and he/she has at least a 2.0 grade point average.

Below are the requirements to maintain an active status for Inter-fraternity Organizations:

Inter-fraternity Organizations:

UNCF dues for the year are \$50 and must be paid before or by October 1st of each academic year.

- Five (2) hours of Community Service (Off-Campus)
- Ten (10) hours of Campus Service
- Have one (1) fundraiser to support or exceed the minimum UNCF contribution
- Host a week of events including a weekend during the academic year

Clubs & Organizations

Academics, Religions, Service, and Extra Curricular Organizations:

UNCF dues for the year are \$25 and must be paid before or by October 1st of each academic year.

- Five (5) hours of Community Service (On or Off Campus)
- Two (2) programs a semester from the Wellness Wheel
- Have at least one (1) informational a semester
- Have one (1) fundraiser to support or exceed the minimum UNCF contribution

Leadership Organizations:

UNCF dues for the year are \$20 and must be paid before or by October 1st of each academic year.

- Five (5) hours of Community Service (On or Off-Campus)
- Host three (3) leadership programs referencing the Stillman Persona.

Student Organizations

Student Organizations at Stillman College include:

Governing Bodies:

Organizations that govern the activities of other groups and are seen as campus liaisons to administrations:

Student Government Association (SGA)
National Pan-Hellenic Council (NPHC)
Off-Campus Student Association (OCSA)
Campus Activities Board (CAB)

Campus Media:

Organizations that are designed to promote and capture institutions events and activities through media:

The *Advance* Online Newspaper
WSTL Stillman Online Radio
Stillmanite the Yearbook

NPHC

Chartered members of the Divine Nine that have an active organization on Stillman Campus:

Alpha Phi Alpha – Epsilon Nu Chapter
Alpha Kappa Alpha – Delta Sigma Chapter
Kappa Alpha Psi – Epsilon Epsilon Chapter
Omega Psi Phi – Rho Gamma Chapter
Delta Sigma Theta – Epsilon Eta Chapter
Phi Beta Sigma – Gamma Chi Chapter
Zeta Phi Beta – Epsilon Gamma Chapter
Sigma Gamma Rho – Eta Kappa Chapter
Iota Phi Theta Fraternity, Incorporated

Interfraternity Council

Organizations that may be locally/nationally/internationally affiliated are recognized on campus and participate in a membership intake process:

Chancellors Social Club (CSC Gentlemen)
Chancellorettes Social Club (CSC Ladies)
Beta Phi Beta
Intelligent Black Women (IBW)
Epsilon Sigma Alpha
Golden Hearts
Kappa Kappa Psi – Kappa Omicron Chapter (Band Fraternity)
Tau Beta Sigma – Theta Chi Chapter (Band Sorority)

Religious Organizations

Organizations with a religious focus:

Christian Student Association (CSA)

Academic Organizations and Honor Societies

Organizations affiliated with an academic department or have it as a focus:

Science Club

Psychology Club

Pre-Law Association

Psi Chi International Honor Society in Psychology

Alpha Kappa Mu Honor Society

Sigma Tau Delta International English Honor Society

Leadership Organizations

Organizations designed to foster, strengthen and encourage leadership on campus:

Collegiate 100

Leadership Stillman

National Society for Leadership and Success (NSLS) – Sigma Alpha Pi Chapter

National Association for the Advancement of Colored People (NAACP)

Pre-Alumni Council

Service and Extra-Curricular Organizations

Organizations that have specific non-academic or non-religious focus, they are designed to create ways for students with like talents to get involved on campus:

Sophistication Unlimited Modeling Troupe (SUMT)

Student Athlete Advisory Committee (SAAC)

Stillman College Dance Company

General Guidelines for Both NPHC and Interfraternity Organizations and Clubs and Organizations

All organizations and clubs are under the auspices of the Office of Student Life and are to follow the guidelines listed below:

1. Expect for the grade point average and hour requirements, non-Greek student organizations must comply with the institutional guidelines and procedures for intake of members of Greek-letter organizations, as outlined above.
2. Each organization must submit an application for charter with the Office of Student Life and the Student Government Association by the last week of August in the fall and a Student Membership Update by the last week of January in the spring. Applications and materials should include the following information:
 - a. Officers of the organization
 - b. Copy of Constitution or revisions of constitution, if changes have been made since the preceding year.
 - c. Name of advisor with signed consent of person to serve as advisor
 - d. Time, date, and place of regular meetings
 - e. Complete membership roster

3. Changes during the academic year in officers, advisors, or membership increases or decreases must be reported to the Director of Student Life and Housing and Vice President for Student Success within five (5) business days.
4. Organizations or clubs are prohibited from using the College's name when negotiating contractual agreements or establishing bank accounts unless approved by the Vice President for Student Success and the Vice President for Finance and Administration.
5. Plans for out-of-town, overnight, or off-campus activities affiliated with the College and where the College/chapter/organizational name is used must be approved at least five days prior to the departure or event. A written request signed by the primary advisor must be submitted to the Director of Student Life and Housing and the Vice President for Student Success. The College assumes no responsibility for activities on or off-campus not sanctioned by the institution.
6. No organization or club may schedule an activity or meeting during mid-term, dead week (one week prior to final exams), final examination periods, Religious Emphasis Weeks, Convocation, Chapel, President's Colloquium, or other major institutional events.
7. Membership in any Stillman club or organization must not be denied on the basis of sex, age, race, creed, color, religious preference, national origin, or handicap.
8. Appearance of Visiting Speakers on Campus

The officers of a class, organization, or club desiring to use College facilities for a visiting speaker, shall submit to the Vice President for Student Success a written request to invite an individual for such an appearance. The following information should be provided in the request:

- a. The proposed topic for presentation
 - b. Brief biographical information or current academic vita of proposed speaker
 - c. Request for date and place of activity.
9. Before any program or project is helped, prior approval from the Office of Student Life should be obtained. A report on each project and program and documentation of leadership training should be filed with the Director of Student Life and Housing at the projects, programs, and training completion. Failure to comply will forfeit an organization's right to function.
 10. All activities and functions on campus shall adjourn no later than 1:00 am Sunday through Thursday and 2 a.m. on Friday and Saturday.
 11. The College reserves the right to regulate and schedule all student social functions so as to promote the best interest of all persons or groups that might be concerned.

12. All student organizations must have at least one advisor who is employed by Stillman, affiliated with the organization, and listed on the Charter packet. The College reserves the right to assign an advisor from its faculty and staff.
13. Advisors of student organizations or approved designee must be present at all functions held in the name of the student organization on or off campus. If advisors are not present, the program or activity may be subject to cancellation.
14. All students entering or participating in any event sponsored by a student organization must have and maintain a minimum cumulative grade point average of 2.0 non- Greek and 2.5 Greek and be cleared financially and socially.

Any person participating in a pageant sponsored by a campus organization must maintain a 2.0/2.5 grade point average.

15. All student organizations sponsoring an event must begin the event at the advertised time. Organizations will be charged \$50.00 for the first thirty minutes and \$100 each subsequent thirty minutes. Events starting more than 1½ hour late may be subject to cancellation. Fees must be paid prior to the approval of any future on or off campus events/activities/projects.
16. All student organizations are expected to create and maintain an atmosphere conducive to high academic achievement.
17. All members of student organizations should accept individual, or in some cases, collective responsibility for the behavior of members.
18. All student organizations should respect each other student organizations, their members, and their property.
19. No student(s) or student organization shall use Birthright Auditorium without authorized supervision and or permission of the Director of Athletics or Vice President for Student Success. Student Organizations and athletes approved to use facilities will incur expenses for any damage to equipment, the stage curtains, floor, ceilings, bleachers, bathrooms, and locker rooms.
20. All student organizations are required to submit End of the Semester Organizational Packets 1st week of December for the Fall Semester and 1st week in May for the Spring Semester. Failure to submit may result in inactive status.

Guidelines Governing Greek and Non-Greek Step Shows

1. One campus-wide step shows not including Homecoming will be held each semester for organizations sponsoring membership intake. Except for Homecoming and campus-wide, step shows will be free events.
2. Only those Greeks and non-Greeks who are enrolled as full-time students (minimum of 12 semester hours) and active in their chapter will be allowed to perform in the Greek show.
3. Only those Greeks who have the minimum 2.5 and non-Greeks who have a minimum of 2.0 grade point average and have the financial clearance form from the Business Office and the social clearance form from the Vice President for Student Success will be allowed to participate.
4. Each organization will be allowed 15 minutes to perform. This includes setting, entrance, and performance. There will be a penalty of points per minute for every minute over the twenty-minute time limit. Additionally, each organization must clear the stage for the next performance.
5. All participants are to report to the event site one hour prior to the show time. A \$50 penalty will be charged for the first 30 minutes late and \$100 for every 30 minutes late thereafter.
6. Any organization that fails to inform their guest of institutional rules and regulations regarding appropriate language and decorum will face College sanctions. Guests who violate College rules and regulations will be banned from campus.

STUDENT RECORDS

I. Introduction

Stillman, for many years has subscribed to the American Association of Collegiate Registrars and Admissions Officers (AACRAO) ethical principles for confidentiality of student records. These principles are published in "An Adequate Permanent Record and Transcript Guide." AACRAO, January 1959 and "College and University," AACRAO, Fall 1971. The College has recognized the right of privacy of student records by requiring requests for transcripts to be in writing, by providing limited directory information, and by exercising strict control over storage of and access to records.

The Family Education Rights and Privacy Act of 1974, a part of the Education Amendment of 1974, has made it necessary for the College to modify its previous policies on the confidentiality of student records. The following sections of this document specify policies and procedures for the definition of student educational records, the retention of those records, and the allowable disclosure of student records.

II. Definitions

- A. Eligible Student—Any person who is enrolled or who has previously enrolled at Stillman. Persons who have applied for admissions or who have been admitted but never matriculated are not students of Stillman.
- B. Parents of Dependent Students—Dependency status, for the purpose of this policy statement, is defined in the Internal Revenue Code of 1954, Sec. 152. Basically, the test for this status is whether or not for tax purposes the parent will be able to claim the student as a dependent for the current year.
- C. Education Records—Those records, files, documents, and other materials that contain information directly related to the student and that are maintained by Stillman or by staff members acting for the College. Operational records such as student class schedule cards, registration information forms, drop/add slips and the like will be destroyed on an established schedule. Education records do not include: (1) records of institutional, supervisory, administrative personnel which are in the sole possession of the maker and which are accessible to any other person except a substitute, (2) records of Security Personnel which are maintained solely for security officials and which “are not made available to persons other than security officials and jurisdiction,” (3) records of College employees who are not in attendance at the College, (4) students’ records that have been made and/or maintained by physicians, psychiatrists, psychologists, or for the purpose of providing treatment or other remediation. Such records can be reviewed by a comparable professional or paraprofessional of the student’s choice.
- D. Directory Information—Certain information may be made available to Stillman students without the previous consent of the student. However, the student is entitled, during the regular registration period, to request such information not be made available to the general public. Directory information consists of the student’s name, address, telephone number, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, and the most recent previous educational agency of institution attended by the student.

III. Custodian of Records

College personnel responsible for the educational records of students; the Vice President for Academic Affairs, the Vice President for Student Success, the College Registrar, and the Director of Financial Aid. Each of these people shall have available a listing of records kept in their individual offices. At least annually, students will be notified of the types of records, the names of custodians of records, policies for reviewing and expunging records, access policies, challenge procedures, cost of reproducing copies of records, and the categories of directory information.

IV. Access to Records

Records on individual students may be disclosed under the following circumstances:

A. Student Requests—any student enrolled at Stillman has the right to request the opportunity to examine his or her record as maintained in any of the offices on the College campus. The request must be made in writing and the office concerned has 45 days in which to assemble the data and make provisions necessary for the student to examine the record. Examination of the records must either take place in the presence of a College official or for a reasonable fee the student may receive a copy of the records. The following records will not be disclosed to students:

- (1) Financial records of the parents of the student or any information contained therein;
- (2) Confidential letters and statements of recommendation that were placed in the file prior to January 1, 1975, so long as those letters and/or statements are used solely for the purpose for which they were specifically intended;
- (3) Letters of recommendations to which the student has waived his or her right to access.

B. Request by Parents—Parents of dependent students as defined earlier in the statement of policy have the right to examine the record of their dependent students as long as the student has signed a FERPA form granting this permission. The same procedure and time frames apply to parental requests as to student requests. In both instances of student and parental request for record disclosure, those requesting the record must bear the expenses of reproducing the records. No parent may see a record that his or her dependent child is not entitled to see.

C. In addition, without first obtaining the permission of the student or the parents, student records are available to certain individuals, agencies, and institutions.

These are:

- (1) College officials including instructors who have legitimate educational interest reviewing the record;
- (2) Officials of other schools or colleges in which the Stillman student seeks or intends to enroll;
- (3) “Authorized representative of (i) the Comptroller General of the United States, (ii) the Secretary, (iii) an administrative head of an education agency,” and “State education authorities”
- (4) The Financial Aid Office or any other appropriate office or person in connection with application for or receipt of financial aid;
- (5) “State and local officials or authorities to which such information is specifically required to be reported or disclosed pursuant to State statutes adopted prior to November 19, 1974.”

- (6) Organizations that conduct validation studies on predictive tests, administering student aid programs, and improving instruction. Such studies must be conducted in such a manner that the personal identification of individual students or parents cannot be made public.
- (7) Accrediting organizations in order to carry out their accrediting functions;
- (8) The courts by court order or subpoena on the condition that the student is notified of the order of subpoena in advance of sending the records; and
- (9) Appropriate persons in emergency situations, if the knowledge of the records is necessary to protect the health and safety of the student or other persons. The following factors will be taken into account in determining whether information will be given in emergency situations:
 - a. The seriousness of the threat to health or safety of the student or other individuals;
 - b. The need for the information to meet the emergency;
 - c. Whether the parties to whom the information is disclosed are in a position to deal with the emergency; and
 - d. The extent to which time is of the essence in dealing with the emergency

V. Procedures

Access to the records by students and parents of dependent students may be gained by written request, specifying the records to be released, the reason for their release, and to whom. The request must be signed and dated. After examination of the records, it is possible for the student to challenge entries and add factual, explanatory information to their records. This challenge does not give the student the right to question the appropriateness of a grade, but instead, does allow for the examination of the correctness of the recording of the grade, which has been given by the instructor. If the College does not amend a record as requested, the student will be notified and informed of the right to a hearing. Results of hearings will be given in writing to eligible students according to procedures, which shall include:

- (1) Hearings will be conducted within a reasonable time frame;
- (2) Parents and/or eligible students will be given notice of date, place, and time of hearing;
- (3) The hearing will be conducted by an official of the institution, named by the Vice President for Academic Affairs, who does not have a direct interest in the outcome of the hearing;
- (4) Parents and/or eligible students can present evidence relevant to the issue and may be represented by individuals including attorneys; and
- (5) Decisions will be given in writing in a reasonable period of time and will be based solely on evidence presented at the hearing.

The College must keep a log of all parties, other than College employees, who have requested or obtained access to a student's records. This log will contain the reason why

access was requested. The log will not be made available to anyone other than the student and College employees.

Any time information concerning the student is transmitted to a third party; the party must be notified that it is illegal under the Family Educational Rights and Privacy Act of 1974 to share the information with anyone else without written permission from the student.

STUDENTS WITH DISABILITIES

Stillman complies with 504 at 34 C.F.R. Section 1044.44. Any student with a disability, who is requesting accommodation(s), is responsible for declaring the disability, documenting it, and requesting appropriate accommodations. Documentation of the disability must be recent (within three years of the student's entry into Stillman) and must be on file at the College before accommodation can be considered. The Office of Disability Services, located in Johnson Robinson Office 212, coordinates services for students with disabilities.

If ODS guidance or assistance is needed at any stage, students or faculty should contact Dr. Aleisha Escobedo via email at aescobedo@stillman.edu or call the ODS Office at 1-205-366-8817 ext. 3420.

The College reserves the right to request additional documentation, testing, and to determine what accommodation will be made. Students should present documentation at least one month prior to requesting an accommodation from the College. Information obtained will be released to faculty, staff, and administrators involved in providing services to students with disabilities. The College will consider all requests for accommodation on an individual basis.

SUICIDE

Stillman recognizes the need to be proactive in its education of the community regarding suicide and to provide appropriate services/referrals to community members who might endanger themselves. A student who expresses suicidal ideation or who attempts to harm her/himself will be assessed and referred to an outside care agency. Parents/guardians will be notified of any verbal/physical threats. In instances where the student's mental/physical health precludes return to classes, a College withdrawal will be initiated. Upon receipt of the withdrawal form, the withdrawal request will be processed.

TORNADO WATCH – TORNADO WARNING

March through October is "TORNADO SEASON" in Alabama. Media and emergency agencies use the following terms when referring to tornadoes:

Tornado Watch: Weather conditions are ripe to produce storms. You should be alerted to changing weather conditions and be prepared to seek shelter should a tornado warning be announced.

Tornado Warning: A tornado has been sighted in the area.

In the residence hall, one or more of the following will notify you:

- a. Continuous sounding of horn by Campus Police
- b. Radio/TV News Bulletin
- c. Verbal notification from residence hall staff.
- d. An alert via the School Cast emergency system.

Upon Receiving Such Notice:

1. Close your room windows to avoid water damage and close your blinds to inhibit flying glass
2. Grab a pillow, blanket, or coat to protect your head from flying glass
3. Leave your room, close your room door and go to the basement or lowest level of the building
4. Follow specific instructions posted on Bulletin Board, announcement of staff, and/or Campus Police.
5. Listen to transistor radio for weather bulletins
6. Refrain from using the telephone or entering your room during the danger period
7. Staff and or School Cast will notify you when the danger is past.

USE OF GROUNDS

Sections of the campus may be used for picnics and outdoor parties with prior approval by the Director of Student Activities, Vice President for Finance and Administration, Vice President for Student Success, and Campus Police. Excessive loud music, loitering, littering, noise, and alcoholic beverages are expressly forbidden.

Sanctions:

- A. Campus Police will require the violating non-Stillman student or organization to leave the campus immediately and will consider the student and/or organization trespassing.
- B. The campus student organization will be denied the privilege of using the College campus for a period to be determined by the Vice President for Student Success.
- C. Individual members of the student organization will be charged with the violation and processed through a judicial court. NOTE: Only students in good academic, financial and citizenship (disciplinary) standing may represent the College in official capacities.

CAMPUS MEDIA

Stillman College Faculty, Staff, and Student Newsletter is Stillman's faculty, staff, and student newsletter. It is written and managed by Mr. David Miller, Director of

Communications. This newsletter keeps the faculty and staff updated about important information related to the College, engages the College community, celebrates accomplishments, and boost morale and productivity.

FACILITIES, SERVICES, AND STAFF COLLEGE OFFICES

Academic Success Center	Batchelor Building, Ground Level
Admissions	Hay Center, Room 115
Alumni Affairs	Snedecor Building, 2nd Floor
Athletics Office	Birthright Alumni Hall
Business Office	Batchelor Building, Room 105
Cafeteria	Hay Center, Upper Level
Campus Police	Stinson Building, Ground Level
Career Services	Hay Center, Room 108
Cashier	Batchelor Building, Room 101
College Book Store	Hay Center, Ground Level
Counseling Services	Johnson Robinson, Second Floor
Student Activities	Johnson Robinson, First Floor
Student Development	Johnson Robinson, Second Floor
Educational Support Services	Batchelor Building, Room 4
Financial Aid	Hay Center, Room 117
Internships/Job Placement	Hay Center, Room 108
Library/Media	Library
Plant Operations	Southeast Perimeter Road
Post Office	Hay Center, Ground Level
President	Houston Harte Building
Registrar	Batchelor Building, Room 201
Residence Life/Housing	Hay Center, Ground Level
Stillman Advance	Wynn Center, Room 223
Student Accounts	Batchelor Building, Room 101
Student Government Association	Hay Center, Upper Level
Vice President for Academic Affairs	Batchelor Building, Room 108
Vice President for Student Success	Batchelor Building, Room 213

EMERGENCY TELEPHONE NUMBERS

Campus Police (Guard House)	366-8927, 366-8911 366-8195
Campus Police (West Gate)	
Tuscaloosa Police Department	349-2121*
Fire Department	349-1100
Medical Ambulance Services	911

NOTE: To expedite the call and avoid confusion for medical ambulance services, only the Residence Hall Director, Resident Assistants, or other official College staff should make the call. Campus Police should be called after the call for emergency service is made.

***Tuscaloosa Police Department should not be called without first contacting Campus Police.**

STUDENT SUCCESS STAFF

Office of the Vice President for Student Success

Vice President for Student Success
Administrative Assistant
Assoc Dean of Student Service/Title IX Coordinator

Batchelor 213

Dr. Norman Golar
Ms. Melissa Rice
Dr. Bettye Mullen

Office of Residential Life/Housing

Director of Residence Life/Housing
Resident Life Living Assistant, Roulhac Hall
Resident Life Living Assistant, Wynn Hall
Resident Life Living Assistant, Hay Hall
Area Coordinator for Apartments

Hay Center, Ground Level

Mr. Xavia Jackson
Ms. Michelle Thomas
Mr. George Greene
Mr. Johnathan Childs
Ms. Alexis Johnson

Office of Student Development

Director of Student Development

Johnson Robinson

Dr. Aleisha Escobedo

Office of Student Life

Dean of Student Life
Director of Student Activities

Johnson Robinson

Mr. Xavia Jackson
Mr. Moses Hopson

Office of Athletics

Athletic Director
Admin Assistant to the Athletic Director
Compliance Coordinator
Sports Information Director
Head Men's Basketball Coach
Assistant Men's Basketball Coach
Head Women's Basketball Coach
Assistant Women's Basketball Coach
Assistant Women's Basketball Coach
Head Baseball Coach
Assistant Baseball Coach
Assistant Baseball Coach
Strength and Conditioning Coach
Softball Coach
Assistant Softball Coach
Head Volleyball Coach
Assistant Volleyball Coach
Head Men & Women's Bowling Coach
Athletic Trainer

Birthright Alumni Hall

Mr. Terrance Whittle
Ms. Daphne Hood
Mr. Nicholas Finch
Mr. Chris Megginson
Mr. John Teasley
Mr. Montego Hoskins
Mr. Alico Dunk
Ms. Katia May
Mr. Harold Ingram
Mr. Terrance Whittle
Mr. Rashard Webster
Mr. David Branham
Vacant
Mr. Joel Penfield
Ms. Katheryn Clifton
Ms. Emily Madison
Ms. Katheryn Clifton
Mr. Dondrae Collins
Vacant

Head Men & Women's Cross Country & Track Coach/ Ms. Ashley Curry
Senior Women's Leader

Auxiliaries

Band Director
Assistant Band Director
Cheerleading Coach
Director of Dance Teams
Director of Choral Activities
Assistant Director of Choral Activities
Dean of Chapel

Wynn Center

Mr. Robert Baxter
Mr. Eddie Fraction
Ms. Emerald Jemison
Mr. Xavia Jackson
Mrs. Jocqueline Richardson
Ms. SiAmbria Cabbil
Dr. Joseph Scrivner

STUDENT GOVERNMENT ASSOCIATION CONSTITUTION

Stillman

PREAMBLE

The responsibility for the governance of Stillman is originally vested in a self-perpetuating Board of Trustees. Without relinquishing its major responsibility and ultimate rights of decision, the Board of Trustees does, in fact, delegate its authority in the daily life of the College to a President appointed by the Board. Without relinquishing this responsibility and authority to safeguard the security and welfare of the College, the President, in turn, delegates portions of this authority appropriately to certain administrative officers appointed by the President, and through a Code of Student Rights and Responsibilities, to a Student Body as it is selected for admission and self-organized as a component of this structure of delegations of authority. In order that the students at the College may participate creatively and effectively and with full protection in the complex academic structure, we do ordain and establish this Constitution of the Student Body of Stillman as the official instrument of our specified authorities and responsibilities.

ARTICLE I: NAME AND PURPOSE

The official organization of the Student Body of Stillman shall be named the Student Government Association of Stillman. (Abbreviated hereafter as SGA.) The Student Government Association shall strive in all cases to:

1. Promote the spiritual development of life on campus.
2. Support the common welfare of members of the College community through the development and enforcement of disciplinary policies and procedures.
3. Promote mutual understanding and respect among individuals and campus-based organizations.
4. Aid in maintaining an atmosphere conducive to democratic living and scholastic learning.
5. Insure the happiness and mutual understanding of all individuals and groups on our campus.

ARTICLE II: MEMBERSHIP

The membership of the Student Government Association shall consist of all regular students of Stillman, as determined by the Office of Enrollment Management.

ARTICLE III: THE LEGISLATURE

Section 1: Legislative Power. All Legislative powers of the Student Government Association shall be vested in the Student Senate.

Section 2: Composition. The Student Senate shall consist of 45 senators. Senators shall be elected from their constituency as follows:

1. Three Representatives from the Senior Class
2. Three Representatives from the Junior Class
3. Three Representatives from the Sophomore Class
4. Three Representatives from the Freshman Class
5. Two Representatives from the Residence Hall Association
6. Three Representatives from the Off-Campus Student Association
7. One Representative from each chartered organization and auxiliary on campus
8. Two Representatives from the Pan Hellenic Council
9. Two Representatives from the Non-Greek Council

Section 3: Special Representatives. The Student Senate may, by a majority vote, provide for one voting representative elected by each group of students requesting representation based on interest and needs not represented through the aforementioned categories. Each special representative position shall expire with the term of office of the Student Senate by which it was established.

Section 4: Eligibility. Eligibility requirements of all candidates intending to run for a position in the Student Senate must be met prior to the Election Day or days.

- A. Members of the Student Senate shall be elected from interested full-time students at Stillman.
- B. Candidates for the Student Senate must be in good academic, financial, and disciplinary standing with Stillman and must remain in this status during his or her term.
- C. All students seeking a position in the Student Senate must have a cumulative grade point average of not less than 2.5 on a 4.0 scale.
- D. Each candidate for a Senate seat shall submit a petition of 50 signatures of the enrolled students from the constituency he or she is representing to be placed on the ballot.
- E. All elected members of the Student Senate shall be elected according to the procedures stated in Article VI.

Section 5: Constituency.

- A. The registrar shall determine the official classification of all students.
- B. All students of the same classification shall elect freshman, sophomore, Junior, and Senior Class Senators at large.

- C. All students residing in the College's residence halls shall elect residence hall Senators at large. The men shall elect the men's residence hall representatives and the women shall elect the women's residence hall representatives. Residence hall representatives shall reside in the College residence halls, as stipulated above, for the full term of office.
- D. Each commuter Senator shall be a commuter and shall be elected by all students who do not reside on the College campus.
- E. No representative shall represent more than one constituency of the Student Senate. Any representative of the Student Senate who, for any reason, ceases to be a member of the constituency he or she represents shall forfeit his or her position on the Student Senate.

Section 6: Vacancies in the Student Senate. Any Senator of the Student Senate whose term of office is terminated for any reason before the end of the fall term shall be replaced within three weeks of the termination in an election by his or her constituency. If the vacancy is created during the spring term prior to general election, the Student Senate shall replace the Senator in an election, unless general elections are within one month of the vacancy; at which time the vacancy will continue until general elections.

Section 7: Officers of the Student Senate. Officers of the Senate shall include the Executive Vice President, the President Pro Tempore, the Parliamentarian, and the Secretary.

- A. The Executive Vice President shall preside over the Student Senate but shall have no vote except to break a tie. The Executive Vice President shall, with the approval of the Student Senate, appoint one Senator as President Pro Tempore of the Student Senate and one qualified student as the Parliamentarian of the Student Senate.
- B. The President Pro Tempore of the Student Senate shall preside over the Student Senate in the absence of the Executive Vice President but shall have no vote except to break a tie when serving as presiding officer.
- C. The Parliamentarian of the Student Senate shall advise the Student Senate of all matters of parliamentary procedures according to Robert's Rules of Order and any rules of order adopted by the Student Senate.
- D. The Secretary of the Student Senate shall be chosen from within the membership of the Senate by a majority vote of the Student Senate and shall maintain a record of all proceedings of the Student Senate and attendance of its members. The Secretary of the Student Senate shall receive any petitions regarding the impeachment and removal of any officer of the Student Government Association.
- E. The Student Senate may create additional senate offices as deemed necessary by a simple majority vote of the Student Senate.

Section 8: Duties of the Senators of the Student Senate. Senators of the Student Senate shall:

- A. Address academic and non-academic concerns of the students of Stillman by acting as student representatives.
- B. Make themselves accessible and accountable to their constituents.
- C. Attend all regularly scheduled meetings of the Student Senate unless excused by the presiding officer.

Section 9: Powers and Duties of the Student Senate. The Student Senate shall:

- A. Develop and pass legislation on behalf of students of Stillman.
- B. Uphold the Student Code of Conduct and the Constitution of the Student Body.
- C. Establish by a two-thirds vote, a set of bylaws not inconsistent with the Student Code of Conduct and the Constitution of the Student Body.
- D. Establish through its bylaws, all committees and boards that it deems necessary, and authorize all such committees and boards to establish bylaws.
- E. Act upon the recommendations of the Elections Board, the Publications Board, and all other committees and boards established in the bylaws of the Student Senate.
- F. Allocate and appropriate the Student Government Association funds, as it deems necessary, for committees and boards established in the bylaws.
- G. Elect the Justices of the Student Judiciary for the current year. This election shall be held during the spring term, at the third meeting of the newly elected Student Senate.
- H. Establish any lesser judicial bodies, as deemed necessary by the Student Judiciary.
- I. Confirm or reject Executive Council appointments of executive committee chairpersons and of executive officers appointed to fill vacancies.
- J. Select officers of the Student Senate, set the day and time for meetings of the Student Senate, and establish and enforce an attendance policy for members of the Student Senate.
- K. Establish legislative committees as needed.
- L. Request special sessions of the Student Senate when deemed necessary by two-thirds of the Student Senate petitioning the President of the Student Government Association.
- M. Respond to a work overload in the judicial branch of the Student Government Association by creating temporary lower courts at the request of the Student Judiciary.
- N. Participate in the impeachment and removal process as described in Article VII.
- O. Allocate additional money to meet the needs of individual students and student organizations proposed by the Finance and Administration Committee within the Executive Branch of the Student Government Association.

Section 10: Presentation and Passage of Legislation. A majority of the Student Senate shall constitute a quorum to do business.

- A. Bills that pass the Student Senate by a majority vote of senators present and voting shall be presented to the President of the Student Government Association. If the President approves, the President shall sign the bill. If the President does not approve, he or she

has the right to veto the bill within five full class days of receiving the bill and submit such a veto to the secretary of the Student Senate accompanied by a written explanation for the decision. The Student Senate shall then reconsider the legislation. After reconsideration, the Student Senate may override the President's veto by a two-thirds vote of those members of the Senate who are present and voting. After five full class days, the bill will be considered passed with or without the President's signature.

B. All legislation of the Student Senate shall be categorized as follows:

1. Bills of Law: Laws, the Budget, and Organization Charters, which are subject to veto as provided for by the Constitution.
2. Resolutions: Expressions of sentiment of the Student Senate, which are not subject to veto.

Section 11: Advisors to the Student Legislature. The Vice President for Student Success or the Director of Student Life and Housingshall serve as primary advisor for the Student Senate. The Student Senate shall elect a Faculty Advisor each year at its first meeting. The primary advisor and the Faculty Advisor shall counsel the Student Legislature in its deliberations and shall hold all privileges of debate but shall not vote except in the election of the Student Judiciary.

Section 12: Tenure of Office. The Senators of the Student Senate of the Student Government Association of Stillman shall assume office on the date consistent with student elections and shall remain in office one calendar year.

ARTICLE IV: EXECUTIVE BRANCH

Section 1: Executive Power. All executive powers of the Student Government Association shall be vested in the President, with designated responsibilities assigned to the other elected officers and the Coordinating Council of Student Organizations.

Section 2: Composition. The Executive Council shall be composed of the elected offices of President, Executive Vice President, Executive Secretary, Vice President for Academic Affairs, and Vice President for External Affairs, Vice President for Student Success, Vice President for Finance and Administration, and Miss Stillman College. The President shall also appoint a Chief of Staff, the primary advisor, and two representatives to the College Board of Trustees.

Section 3: Eligibility. Eligibility requirements of all candidates intending to run for a student executive office must be met prior to the Election Day or days.

- A. Student members of the executive council shall be elected or appointed, as appropriate, from interested full-time students at Stillman.
- B. All students seeking an Executive Office must have an overall grade point average from Stillman of not less than 2.5 on a 4.0 scale; earned at least 12 credit hours from Stillman; and be in good disciplinary and financial standing with the College.

- C. Candidates seeking the office of President must be a student of the rising senior class with prior experience with the Student Government Association.
- D. All Candidates seeking the office of President must be a student of the rising senior class with prior experience with the Student Government Association.
- E. All elected members of the executive council shall be elected according to the procedures stated in Article VI.
- F. Miss Stillman shall be an unmarried woman student of the rising senior class who exemplifies in her character and personality the highest ideals of the College. She must have and maintain a minimum 2.75 grade point average. Miss Stillman must also have a record of good social standing during her entire tenure at the College. In the event of pregnancy or marriage during her reign, Miss Stillman must relinquish her title.

Section 4: Vacancies. In case of any vacancies, which may occur in the executive branch of the Student Government Association, the Executive Council shall nominate a qualified candidate to fill the vacancy. Vacancies in elected offices and committee chairpersonships shall be approved by a majority vote of the Student Senate. The following procedure shall be used for appointment:

- A. The applications shall be made available for at least 2 weeks before the qualifications review process is to begin.
- B. The qualification review for executive officers shall be held by the Executive Council; the Executive Council and an equal number of representatives will hold reviews for committee chairpersonships from the Coordinating Council of Student Organizations.
- C. The Executive Committee will hold interviews of qualified candidates.
- D. The nominations shall be made and presented to the Senate for approval within 2 weeks of the qualifications review and interview process.

Section 5: Executive Powers and Duties of the President. The President of the Student Government Association shall be the official representative of the Student Body and shall be the acknowledged head of the Student Body in all student success and student relations with the faculty and administration of the College. The President of the Student Government Association shall:

- A. Lead the Student Government Association in achieving the objectives of this constitution.
- B. Serve as chairperson of the Executive Council.
- C. Appoint the Chief Justice of the Student Judiciary within 2 weeks of the selection process of the Student Judiciary.
- D. Appoint the Chief of Staff within 2 weeks of installation.
- E. Propose legislation to the Student Senate.
- F. Notify the Student Senate in writing of any vacancies that may occur in the executive branch within 10 days of receiving notice of such vacancy. If the Student Senate, by its adjournment, prevents such notice, the notice shall be given at the first meeting of the Student Senate after its adjournment.

- G. Call special sessions of the Student Senate whenever deemed necessary, or whenever petitioned by two-thirds of the members of the Senate.
- H. Reappoint any appointed officials of the executive branch who serve at the will of the President.
- I. Form new committees as needed and assign them to the appropriate Vice President.
- J. Serve as an ex-officio member of all executive committees.
- K. 1. Exercise veto power as he or she sees fit over all legislation passed by the Student Senate. A veto of legislation must be done within five full class days after the President receives the bill. After five full class days, the bill will be considered passed with or without the President's signature.
- 2. Exercise line-item veto power as he or she sees fit over all legislation passed by the Student Senate. A line item shall be the smallest point in a subsection. A line-item veto must also be done within five full class days after the President receives the bill.
- L. Serve as chief liaison between the Student Government Association and organizations internal and external to Stillman.
- M. Appoint the student representatives to institutional committees and to the Board of Trustees.
- N. Schedule Executive Council meetings.
- O. Instruct the incoming Student Government Association President on all matters pertaining to the office of President before leaving office.

Section 6: Duties of the Executive Council and the Chief of Staff. The executive council shall consist of all elected executive officials, the Chief of Staff, and the Primary Advisor.

- A. The Executive Council shall:
 - 1. Enforce this Constitution, all legislation passed by the Student Senate, and all decisions of the Student Judiciary.
 - 2. Together with an equal number of representatives from the Coordinating Council of Student Organizations, screen the chairpersons of all executive committees.
 - 3. Approve all executive committee selections for transmittal to the Senate for approval.
 - 4. Nominate the replacements for any vacancies that may occur in any elected office of the executive branch within 20 school days of Senate notification of the responsibilities of their offices.
 - 5. Acquire a majority before conducting business.
 - 6. Propose legislation to the Student Senate.
- B. The Chief of Staff shall serve as the administrative officer for the President and the Vice Presidents and be a non-voting member of the Executive Council. The Chief of Staff shall advise the President and the Vice Presidents, recommend the creation of executive committees, and be responsible for the following:
 - 1. Notifying the student body of Student Government Association activities and events; publishing and circulating vital student information; advertising and

recruiting students to the SGA; and preparing and distributing SGA information packets to new students, including information of the SGA in general, committee opportunities, and election information.

2. Performing other such duties as the President or Executive Council may assign.
3. Instructing the incoming Chief of Staff on all matters pertaining to the office of Chief of Staff before leaving office.

Section 7: Duties of the Executive Vice President. The Executive Vice President shall:

- A. Assume the office of the President if the office becomes vacant for any reason, or if requested to serve in the absence of the President.
- B. Preside over the Student Senate and attend regularly scheduled meetings of the Senate.
- C. Nominate one senator as the President Pro Tempore of the Student Senate and one qualified student as the Parliamentarian of the Student Senate.
- D. Perform other such activities as the President or Executive council may assign.
- E. Instruct the incoming Executive Vice President on all matters pertaining to the office of the Executive Vice President before leaving office.

Section 8: Duties of the Executive Secretary. The Executive Secretary shall:

- A. Maintain a permanent record of all executive business.
- B. Attend Executive Council meetings and maintain a permanent record of the proceedings.
- C. Keep records of all Executive Council meetings and make these records available to students within 3 full class days after the meetings. The records of the meetings shall indicate all Executive Council members present at the meetings. The quorum required for the Executive Council to conduct business should be 75% of the Council membership.
- D. Keep and make available a permanent record of this constitution, SGA rules and regulations, the structure of all SGA committees, and take responsibility for distributing them to all entering students.
- E. Act as historian of the Student Government Association by recording all SGA events.
- F. Print and make available the “State of the School Address” each semester.
- G. Perform other such duties as the president or Executive Council may assign.
- H. Instruct the incoming Executive Secretary on all matters pertaining to the office of the Executive Secretary before leaving office.

Section 9: Duties of the Vice Presidents. The Vice Presidents of the Student Government Association shall include the Vice President for Academic Affairs, the Vice President for External Affairs, the Vice President for Student Success, and the Vice President for Finance and Administration.

- A. The Vice President for Academic Affairs shall propose and execute the policies of the Student Government Association in such areas as academic programs, curriculum, student-faculty relations, instructional support, registration, advising, tutorial programs, exam schedules, new student concerns, and student problems and opinions. In carrying out the duties of this office the Vice President for Academic Affairs shall:
1. Establish appropriate committees to consider matters relating to academic affairs of the College;
 2. Collaborate with the SGA President and committee chairpersons to decide committee sizes and establish the committee selection process; meet on a monthly basis with the SGA President, Vice President for Academic Affairs of the College, and committee chairpersons to discuss the progress of each committee;
 3. Instruct the incoming SGA Vice President for Academic Affairs on all matters pertaining to the office of Vice President for Academic Affairs before leaving office;
 4. Perform other such duties as the Executive Council may assign.
- B. The Vice President for External Affairs shall propose and execute policies of the Student Government Association in such areas as student concerns and issues in the Alabama Legislature, Tuscaloosa City Council, Alumni organizations, national organizations, and other colleges and universities. In carrying out the duties of this office the Vice President for External Affairs shall:
1. Establish appropriate committees to consider matters relating to external affairs of the College; suspend committees as may be required with the approval of the Executive Council;
 2. Collaborate with the SGA President and committee chairs to decide committee sizes and establish the committee selection process;
 3. Meet on a monthly basis with the SGA President and committee chairpersons to discuss the progress of each committee;
 4. In conjunction with the SGA President serve as a liaison between the SGA and National Alumni Association;
 5. Instruct the incoming Vice President for External Affairs on all matters pertaining to the office of Vice President for External Affairs before leaving office;
 6. Perform other such duties as the Executive Council may assign.
- C. The Vice President for Student Success shall propose and execute policies of the Student Government Association in such areas as social policies, recreation and entertainment, athletic events, Homecoming, spirit events, and other special campus events. In carrying out the duties of this office the Vice President for Student Success shall:

1. Establish the appropriate committees to consider matters relating to student success of the College; suspend committees as may be as may be required with the approval of the Executive Council;
 2. Collaborate with the SGA President and committee chairs to decide committee sizes and establish the committee selection process;
 3. Meet on a monthly basis with the SGA President, Vice President for Student Success of the College, and committee chairpersons to discuss the progress of each committee;
 4. Instruct the incoming SGA Vice President for Student Success on all matters pertaining to the office of Vice President for Student Success before leaving office;
 5. Perform other such duties as the Executive Council may assign.
- D. The Vice President for Finance and Administration shall propose and execute policies of this office, the Vice President for Finance and Administration shall:
1. Select a treasurer based upon application, merit, and qualifications, with confirmation by the Executive Council and a majority Student Senate vote.
 2. Establish and serve as Chairperson of the Finance and Administration Committee. The Finance and Administration Committee shall meet at least monthly to allocate funds from the SGA budget as deemed appropriate in accordance with the Finance and Administration Committee's established rules and regulations. The Vice President for Finance and Administration must then present the proposed allocations to the Senate for approval during one of the first two available senate meetings following the Finance and Administration Committee meeting. The Finance and Administration Committee shall consist of nine members; four members shall be appointed from the Student Senate by the Vice President for Finance and Administration, two members shall be appointed from the Coordinating Council of Student Organizations, one member shall be appointed from the Pan-Hellenic Council, and one member shall be appointed from the Residence Hall Association. The Vice President for Finance and Administration shall serve as Chairperson of the committee. A majority of the committee membership shall be required to conduct business;
 3. Oversee all financial transactions of the Student Government Association;
 4. Collect and disburse funds of the Student Government Association using accepted accounting standards and practices and keep a permanent record that is available to any student of Stillman;
 5. Render an account of current finances to the Student Senate quarterly and upon request;
 6. Compile and post in a prominent public place a financial statement of all SGA operations at least once monthly during the fall and spring semesters;
 7. Prepare the Student Government Association budget annually and present such budget to the Student Senate. The finalized budget must be presented to, and ratified by the SGA Student Senate no later than September 30 of that year in order for the SGA to be financed.

8. Aid SGA committees in preparing budgetary requests for the Financial Affairs budget hearings;
9. Establish the appropriate committees to consider matters relating to financial affairs of the College; suspend committees as may be required with the approval of the Executive Council;
10. Collaborate with the SGA President and committee chairpersons to decide committee sizes and establish the committee selection process;
11. Meet on a monthly basis with the SGA President, the Vice President for Finance and Administration of the College, and committee chairpersons to discuss the progress of each committee;
12. Present records to the incoming President and Vice President for Finance and Administration at the end of each administration and instruct the incoming officers on all matters pertaining to the office of Vice President for Finance and Administration before leaving office;
13. Advise the treasurer who shall record allocations of SGA funds and advise SGA expenditures;
14. Perform other such duties as the Executive Council may assign.

Section 10: Duties of Miss Stillman. Miss Stillman shall:

- A. Serve as the official College Hostess.
- B. Reign with her Court at all collegiate student functions and shall on other appropriate occasions be included in the official representation of students.
- C. Preside over the Campus Queen Association.
- D. Work collaboratively with the SGA Vice President for External Affairs in coordinating the Stillman Ambassadors.
- E. Participate in the West Alabama Christmas Parade, and other activities and programs upon request.
- F. Represent the College at the Atlanta Hall of Fame Pageant and other pageants, as appropriate.

Section 11: Committee Selections. The chairpersons of executive committees shall be screened by the Executive Council together with an equal number of representatives from the Coordinating Council of Student Organizations and approved by the Student Senate. The respective Vice Presidents, President and Committee Chairs of the SGA shall be responsible for the interviewing and selection process of the committee. The selected committee shall then be approved by the Executive Council.

Section 12: Tenure of Office. The elected officers of the Student Government Association of Stillman College shall assume office on the date consistent with student elections and shall remain in office for one calendar year. The Chief of Staff of the Executive Branch of the Student Government Association and the Representatives to the Board of Trustees shall

assume office immediately following confirmation of his/her appointment by the Student Senate.

ARTICLE V: STUDENT COURT

Section 1: Judicial Power. All judicial power of the Student Government Association shall be vested in the Student Court.

Section 2: Jurisdiction. The Student Court shall have jurisdiction to consider the following matters:

- A. All Controversies arising under this Constitution and any rules or regulations, which may be established pursuant to this Constitution.
- B. Infractions occurring in the residence halls where facts are in dispute.
- C. All student-parking violations cited by Stillman Campus Police that are in dispute.
- D. All controversies arising under the Code of Student Conduct and Student Handbook.
- E. All controversies arising under student elections regulations.
- F. All controversies referred by the Vice President for Student Success.
- G. The impeachment proceedings brought by the Student Senate, and further appeals regarding the expulsion of Senators by the Student Senate on the grounds of attendance.

Section 3: Composition. The Student Court shall consist of 16 Justices selected by the Student Senate during the spring term. The selection process shall occur following general elections and after the beginning of the term of office for the newly elected legislature. The Student Court shall be chosen through an anonymous review of applications.

The Justices of the Student Court shall be selected as follows:

- 1. Three Justices from the rising Senior Class.
- 2. Three Justices from the rising Junior Class
- 3. Three Justices from the rising Sophomore Class.
- 4. Seven Justices from the student body at large without regard to classification.

Section 4: Eligibility. Student Court members shall be selected in the spring term of each school year from a list of interested, full-time students at Stillman. The Chief Justice, Student Court Defender, and Student Court Prosecutor shall be elected positions. All students seeking judicial office must be in good academic, financial, and disciplinary standing with Stillman and have an overall cumulative grade point average from Stillman of not less than 2.50 on a 4.0 scale. Additionally, the applicant must have earned at least 12 credit hours from Stillman and meet other qualifications established by a rule of procedures adopted in accordance with this Article. All student organizations shall be invited to nominate one or more members to apply for Student Court Justice as vacancies occur. No elected official of the Legislative or Executive Branches of the Student Government Association shall be eligible for selection to the Student Court.

Section 5: Duties and Responsibilities of the Chief Justice. The Chief Justice of the Student Court shall:

- A. Preside over the Student Court.
- B. Assign justices to prosecute or defend disciplinary cases that come before Student Court in consultation with the faculty advisor to the prosecution and faculty advisor to the defense.
- C. Establish rules of procedure for Student Court, including a mandatory attendance policy, which will become effective upon approval by a majority of the justices and a majority of the Student Senate.
- D. Establish and implement an intensive training program for all newly appointed justices with the assistance of a faculty advisor.
- E. Hold regularly schedule meetings of the Student Court to accept and conduct hearings.

Section 6: Duties and Responsibilities of the Justices. All justices, including the Chief Justice, shall carefully consider and fairly decide all cases and controversies coming before them as members of the Student Court. All justices should disqualify themselves from participating in any proceeding in which their impartiality may be compromised, in which they have knowledge of a disputed fact, or in which they have an interest (other than as a student) in the outcome.

Section 7: Advisors. A faculty member selected by the Student Court Justices shall serve as primary advisor to the Student Court. The Student Court shall elect a faculty advisor to the Student Court in the spring semester prior to their term of office.

Section 8: Tenure of Office. All justices of the Student Court, including the Chief Justice, shall assume office at the beginning of the academic year and remain in office until the end of the academic year.

ARTICLE VI: ELECTIONS

Section 1: Voting.

- A. Any regular student at Stillman may vote in Student Government Association elections.
- B. Students may cast one vote for each Student Senate slot in the constituencies of which they are members. Students may vote once for each elected executive office.
- C. All Student Government Association, Miss Stillman, and Student Choice Awards Elections shall be conducted online.
- D. Miss Stillman voting shall be based on the following percentages: 60% student popularity vote and 40% panel judges. Miss Stillman will be judged in six categories including an interview with the judges.
- E. Absentee ballots shall not be permitted in any Student Government Association election.

- F. Candidates for any executive or legislative office shall be elected by a plurality of votes cast.
- G. In the event of a tie in the number of votes received by candidates for any elected office, a tie will be broken by a run-off election that shall be conducted as soon as possible. When more than two candidates are vying for an office, the candidate that obtains a clear majority of votes cast (at least 50%) shall be declared the winner. If no candidate obtains a clear majority of votes cast, there will be a run off between the two candidates who received the highest number of votes.
- H. Any student wishing to contest the results of a Student Government Association election shall file a petition in writing with the Executive Secretary of the SGA within 3 calendar days after elections results are available. The Election Board shall conduct the hearing and appeals shall be made in writing to the Student Court. The following shall be grounds for contesting election results:
 - 1. Misconduct, fraud, or irregularities by any election official sufficient to change or place in doubt the result of a Student Government Association election.
 - 2. Ineligibility of any person elected to office in dispute.
 - 3. Receipt of illegal votes or rejection of legal votes in an amount sufficient to change or place in doubt the result of a Student Government Association election.
 - 4. An error in the counting of votes or in the declaration of the result of an election sufficient to change or place in doubt the result of a Student Government Association election.
 - 5. Any other cause sufficient to change or place in doubt the result of a Student Government Association election.

Section 2: Candidates. Candidates for elected SGA office shall be full-time students at Stillman meeting established qualifications before the Election Day or days.

- 1. All rising sophomore, junior, and senior candidates for legislative seats shall have and maintain a cumulative grade point average of at least 2.50 on a 4.0 scale (Stillman points only); have earned 12 credit hours from Stillman; obtain signatures from at least 50 students who hold membership in the constituency they seek to represent; and be in good disciplinary and financial standing with the College. Freshman representatives must have earned an overall high school grade point average of 2.5 on a 4.0 scale.
- 2. Miss Stillman must be unwed and without children, and never been on Social Probation.
- 3. All candidates shall maintain records showing the amount and source of campaign contributions as well as the amount and recipient of any expenditure. Candidates shall file a report with the Elections Board listing campaign contributions and expenditures once a week, each week, from the date they announce candidacy and ending the morning of the election.
- 4. To be on the ballot, each candidate for executive or legislative office shall file a notice of Candidacy accompanied by the required list of signatures no earlier than 30 days prior to the election and no later than 21 days prior to the election.

Section 3: Vacancies. In the case of a vacancy in any of the offices (Article IV, Section 2) The vacancies shall be filled according to the following terms:

- A. In the event that the office of the President shall become vacant, the Executive Vice President shall succeed to this office and the Executive Council shall, by a majority vote, fill the vacancy in the office of Vice President.
- B. In the event that the office of Miss Stillman becomes vacant, the first attendant shall fill the vacancy with the second attendant succeeding the title of the first attendant.
- C. If the office of the Executive Secretary becomes vacant an Assistant Secretary shall, by a majority vote fill the vacancy.
- D. If the offices of the Vice President for Academic Affairs, External Affairs, Student success and/or Finance and Administration, become vacant an appointed candidate shall, by a majority vote fill these offices.

ARTICLE VII: IMPEACHMENT AND REMOVAL

Section 1: Grounds for Removal. Any officer or senator of the Student Government Association shall be subject to removal from office for any one or more of the following reasons:

- A. Incompetence, malfeasance, or misfeasance in office.
- B. Failure, at the time of election, to possess the academic and social qualifications for office.
- C. Willful violation of any express provision of this Constitution.
- D. Abandonment of office or, in the case of a Student Senator, change of constituency.
- E. Failure, for any other cause, to perform the duties of office.
- F. Failure to maintain academic and social standing at a level consistent with the minimum grade point average required of candidates for the position in question.

Section 2: Procedures for Removal.

- A. Initiating proceedings: Any student wishing to remove any officer or senator of the Student Government Association shall file a petition with the Secretary of the Student Senate setting forth in writing one or more of the above-listed grounds. This petition must include the signatures of five additional students wishing to remove the officer of the Student Government Association. If a senator changes the constituency he or she is representing, removal from office is automatic.
- B. Preliminary investigation: Upon filing of a petition with the Secretary of the Student Senate and the President of the SGA, the Student Senate, and the Chief Justice of Student Court shall each appoint a representative to a panel which shall conduct a preliminary investigation into the charges set forth in the petition. If the official against whom the petition is filed is one of the above listed officers, the other two officials shall agree upon a third representative to complete the panel. The investigation panel shall, after completing its investigation, issue an opinion as to whether sufficient evidence exists to hold a hearing before the Student Senate.

- C. Notice and hearing: If the investigation panel finds, by majority opinion, sufficient evidence to hold a hearing before the Student Senate, a hearing shall be set before the Student Senate and a written notice stating the time and place of the hearing shall be mailed to all affected officers. The hearing shall be conducted in an informal manner in accordance with such rules as may be established by the Student Senate.
- D. Hearing before the Student Judicial: Upon receipt of a written determination from the Student Senate that the petition has a basis in fact, the Chief Justice of the Student Court shall mail a written notice stating the time and place of the hearing before the Student Court. A hearing shall be conducted in the manner employed by courts, with both the Student Senate and the officer in question having the right to introduce evidence. After receipt of all evidence, the Student Court board shall issue a final judgment regarding the removal of the officer.
- E. Removal of a Student Court Justice: When the subject of removal proceedings is a member of the Student Judiciary, the hearing shall be conducted by the Student Senate, following the same procedures for evidence as outlined in Section 2, D.

ARTICLE VIII: AMENDMENTS

- Section 1.** Amendments to this Constitution may be initiated by a petition of 15 percent of the student body or by a vote of two-thirds of the Student Senate.
- Section 2.** Amendments must be ratified by a vote of two-thirds of the students voting on the amendment.
- Section 3.** Referenda on amendments shall be held only during the spring Student Government Association election or the fall Homecoming election.
- Section 4.** The full text of the amendment(s) shall be published and distributed by the Student Government Association at least 2 weeks prior to the referendum.