LAKELAND UNIVERSITY

STUDENT HANDBOOK

2026-2027

Disclaimer of Liability

Lakeland University and the Lakeland University Foundation disclaims liability for death, damages or loss involving any student. This liability disclaimer applies to, but is not limited to the following:

- Any injuries, including death, damages or loss, regardless of severity, resulting from fire, theft, the elements or other causes.
- Any injuries, including death, damages or loss regardless of severity, sustained on property owned by or under the control of the university. This includes classrooms, residential units, structures, buildings, public areas and grounds, vehicles, etc.
- Any injuries, including death, damages or loss, regardless of severity, as a result of an act or omission by any Lakeland University trustee, officer, servants, employees, students' agents or their successors.
- Any injuries, including death or damage, suffered in intercollegiate or intramural events (athletic or otherwise) as a participant, spectator or otherwise. This also includes transit to or from events (athletic, intramural, student activities-based).

Students accept the foregoing disclaimer and agree to be bound thereby upon admission, readmission, or continued enrollment with Lakeland University. Any student enrolled in or attending classes at Lakeland University is bound to follow all of the university's policies, procedures and regulations and is subject to the jurisdiction of the university with regard to violations of such policies, procedures and regulations. Failure to read and understand this handbook does not excuse one from compliance with the policies and procedures it contains or give omission to its contents.

Changes to the Student Handbook

The purpose of the Lakeland University Student Handbook is twofold. It informs students of opportunities for involvement with people, special programs, and services available at Lakeland University. It describes programs and services that will help increase the quality of every student's educational experience. The handbook also informs the Lakeland community of many policies governing students while at LU. These policies express expectations of behavior, convey respect for the community and provide for the protection of the rights of the individual. Each student or student group is held responsible for the policies and procedures of the university that are currently in effect or, from time to time, put into effect by the appropriate authorities of Lakeland University. Lack of familiarity with the contents of this handbook does not absolve a student of the requirement to adhere to its contents.

Please be aware that the handbook

1. is not a complete statement of all policies, procedures, rules, and regulations of Lakeland University; and
2. that the university reserves the right to change any procedures, policies, programs, and so on, that appear in the student handbook. The university will give notice to students of changes within a reasonable amount of time.

Lakeland University acknowledges that best practices, which include state and federal laws and regulations, continue to change, e.g., the 2013 Reauthorization of Violence Against Women Act (VAWA). Consequently, if university policies and procedures conflict with or are not in line with current best practices, then current best practices, including state and federal laws and/or regulations, will take precedence over conflicting university policies and procedures.

Welcome from the President

Dear Students,
Welcome to your new home. Lakeland is filled with people who are now a part of your new community. Some of them are neighbors. Some of them you will work with. Some will be teammates, and some will be acquaintances. Regardless of how you connect, at Lakeland, we are a family. Neighbors at Lakeland almost always become friends. Mutual understanding and respect often grow into lifelong relationships. An incalculable number of Lakeland graduates have remained close friends for decades after graduating.

Take a moment to get to know your neighbor. Even though we all come from different backgrounds, you now share a common bond. Learn from each other and support one another as you navigate your new "college life." A little bit of kindness can go a long way.

I also want to welcome you to my family's neighborhood. You may see three little Muskies venturing around campus, as this is their backyard. We look forward to seeing you around campus!

Sincerely,
Beth Borgen
President



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Questions, suggestions, corrections, or additions regarding the information in this student handbook should be sent to the Vice President of Student Affairs Jonathan Feld at Feldj@lakeland.edu.

Lakeland University Statement of Mission, Values, and Expectations

Mission: Lakeland University educates individuals of diverse backgrounds, preparing them to think critically, communicate effectively, succeed professionally, and lead ethical, purposeful, and fulfilling lives. Rooted in the values of the United Church of Christ, Lakeland integrates the liberal arts and experiential learning to develop the whole person for success in a dynamic, multi-faceted world.

Values: The values of Lakeland University are influenced by its relationship with the United Church of Christ and continuing commitment to the liberal arts:

Inquiry and Academic Excellence: We are a community committed to learning, discovery, and creativity as ongoing endeavors. We maintain high standards of academic rigor and expectations for achievement that drive the acquisition and application of knowledge through the liberal arts and practical learning opportunities.

Integrity and Responsibility: We are a community that is open, honest, and ethical. We are accountable to ourselves, each other, and the university to uphold the mission and values of the institution.

Faith and Religious Expression: We are a community that values the study and exploration of faith and religious beliefs. We invite one another to investigate what it means to live a spiritual, meaningful, and purposeful life.

Diversity and Respect: We are a community that welcomes all people regardless of their gender, race, religion, sexual orientation, socioeconomic status, disability, or country of origin. We value differing backgrounds, cultures, and viewpoints and accept our responsibility to treat each other with fairness, compassion, and civility.

Service and Stewardship: We are a community committed to socially responsible service at the institutional, local, regional, national, and global levels. We embrace our role as caretakers of the resources of the institution and society.

Lakeland University Statement on Diversity

Lakeland aims to promote and foster an environment that supports diversity and inclusion for our students, faculty, and staff. To that end, this institution will be a safe and affirming learning space for all students, regardless of race, ethnicity, socio-economic status, gender, sexuality, gender identity, religion, body size, nation of origin, immigration status, and ability. The campus life staff will respect all students, use preferred names and appropriate pronouns, and encourage open, collegial, and relevant communication from all members of the class.

Land Acknowledgement Statement

We respectfully acknowledge and honor all Indigenous nations-past, present, and future for their ongoing and fundamental relationships to this region. They lived here before and during the colonization of the Americas, colonization which continues today. Lakeland University recognizes the Indigenous People of the Potawatomi, Menominee, Miami, Ho-Chunk, and Sioux tribes, their deracination, expropriation, and continued presence.

This statement is a reminder to reflect on our past as we contemplate our way forward in partnership with Indigenous Peoples.



Statement of Civility

Lakeland University aspires to promote the growth of all people in their academic, professional, social, and personal lives as a university of different individuals, cultures, and perspectives. Students, faculty, and staff join to create a community where people exchange ideas, listen to one another with consideration and respect, and are committed to fostering civility through university structures, policies, and procedures. As members of the LU Community, we challenge you to strive to achieve the following individual commitments:

- **Strengthen the university for academic success**; I will demonstrate integrity, be accountable for my behavior and continuous learning, and respect the freedom and rights of others to express their views openly.
- **To foster an environment for personal growth**, I will honor and take care of my body, mind, and character. Demonstrate and promote fair and just treatment, and practice forgiveness and compassion.
- **Advocating for a community of belonging**, I will discourage intolerance, hatred, and injustice and promote constructive conflict resolution.
- **To contribute to the future**, I will strive for the betterment of the community, myself, my university, the nation, and the world.

UNIVERSITY
SERVICES

Calendar of Events

A master calendar of all Campus Life events and social activities is added to Lakeland's Main webpage https://lakeland.edu/calendar. Any University activity, organizational activity, program, or special event should be reported to the Campus Life Coordinator at the earliest possible date to see if your event is available and to avoid double-scheduling. The Campus Life Office will also advertise and help promote prescheduled events.

Campus Shop

Musko's Campus Shop, located in the Wehr Center, is run by Launch: Lakeland Student-Run Businesses and is the source for Lakeland-branded merchandise. Purchases may be made by cash, check, and all major credit cards. Store hours vary. The online store link: https://muskosshop.lakeland.edu/.

Career Readiness, Cooperative Education and Professional Development

The Career Readiness and Cooperative Education staff at Lakeland University are available to assist all students and alumni in their journey toward a successful career. We support students looking for all types of career-related experiences, including on/off campus employment, part-time/full-time employment, internship/co-op experiences and graduate school searches/applications. Through campus wide programming and individual appointments, we focus on major/career exploration, resume/job application assistance, interviewing strategies, salary negotiation, dressing for the workplace and much more. Students have access to Handshake, an online job board with access to more than 300,000 employees around the world. Contact career@lakeland.edu or visit the first-floor north wing of WAK to connect.

Check Cashing

Personal checks made out to Lakeland University or Lakeland University issued checks up to $100 may be cashed in the business office with proper identification, either driver's license or campus ID. Lakeland University will not accept third party checks. An ATM is located in the main entryway of the Younger Family Campus Center.

Counseling Services

The Counseling Center promotes the well-being of undergraduate students by providing support and assistance as they develop academically, personally, socially, and spiritually. Services include individual mental health counseling (virtually or in person) for matters such as depression, anxiety, stress, relationships, grief, sexual orientation, gender identity, coping skills, and self-esteem; referrals to off-campus resources and other resources on campus; screenings and assessments; crisis intervention; brief intervention and referral for substance abuse; and referrals for psychiatric evaluations and medication if needed.

- Lakeland University Counseling Center Counselors adhere to the ethical standards and best practices of the American Counseling Association (ACA), the American College Counseling Association (ACCA) and the International Association of Counseling Services (IACS.)
- Confidentiality is strictly maintained. Only with the student's written consent can information be disclosed to another party. The exceptions to confidentiality are on the Informed Consent form,

which students receive and sign online before the first meeting with a counselor. Records are kept separately from academic records.

- The Counseling Center is located in Brotz Hall. Individual counseling appointments are available Monday through Friday at no cost. Virtual appointments are conducted through doxy.me, which is a HIPAA- compliant clinical platform. Appointments can be made confidentially by email: counselingcenter@lakeland.edu (used only for appointments and scheduling, no personal information) or by contacting the counselors directly (see web page).

Alex Liosatos, director for counseling services, can be reached at 920-565-1034 ext. 2388 or by emailing:liosatosa@lakeland.edu.

https://lakeland.edu/student-experience/health-and-counseling/counseling-services

Local Crisis & Mental Health Services:

Mobile Crisis (24 hour - free)	920-459-3151
Hopeline (24-hour texting – free)	741741
Lakeshore Community Health Care (comprehensive)	920-783-6633
Sheboygan County HHS (mental health and substance)	920-459-3155
Aurora Behavioral Health	920-457-4461
Prevea Behavioral Health`	920-458-5557
Life Point Counseling	920-892-7606
Nett-Work Family Counseling	920-451-6908
Northshore Clinic (counseling)	920-457-8866

Services are generally covered by student or family health insurance plans.

Dining Services

Dining Services consists of six operations:

1. Lakeland University Dining – Lakeland's Dining Services provides breakfast, lunch and dinner options Monday – Friday, and brunch and dinner on Saturday and Sunday. Dining Services is located on the Younger Family Campus Center's second floor in the Eatery.
2. The Grill & Corner Deli – Lakeland University's campus short order grill and sandwich shop, located on the Younger Family Campus Center's second floor. The Grill is open during lunches and late nights. The Corner Deli is open during lunches.
3. The Daily Grind – Lakeland University's coffee shop with some food options and Grab and Go options is located on the Younger Family Campus Center's first floor.
4. The Pub – Lakeland University's campus bar is located in Gould Hall. (Only location to not accept campus card payment)
5. Muskies Market – Lakeland University's convenience store is located on the second floor of the Campus Center
6. Lakeland University's Catering – Lakeland University's preferred catering service for all campus activities. For catering questions or needs, please contact the catering manager at 920-565-1030 ext. 2248.

Hours of operations are posted at individual food outlets and on today.lakeland.edu. All outlets accept cash, credit cards and campus card payment. Interdepartmental charges may be used for some catered events.

For special dietary needs, contact Dining services at 920-565-1030 ext. 2246. For more information about what Lakeland University Dining services has to offer, please visit: http://lakeland.edu/campus-life/dining-services.

Emergency Transport Policy

If an injury or illness is significant or potentially life-threatening, or if a student requests it, an ambulance will be called. Ambulances provide transportation to Aurora Sheboygan Memorial Hospital or St. Nicholas Hospital; both are located in the City of Sheboygan. Lakeland University officials cannot transport students to the hospital in emergency situations.

Greek Life

Hazing Policy: Lakeland University prohibits hazing. Please refer to the university's Hazing Policy found later in this handbook section.

Greek "Good Standing": All fraternity and sorority programs must be in good standing as defined by the university. Please get in touch with Greek Affairs for specific requirements.

Membership Eligibility: First-year students must be in good academic standing while returning students need a 2.00 cumulative grade point average to pledge.

Social Events in the Greek Living Community: Social events within the Greek apartments are a privilege the university grants to Greek organizations. Greek organizations must abide by the policies established by the university. Please get in touch with Greek Affairs for a copy of the guidelines.

Health Services (Provided by Prevea Health)

Medical: The Lakeland Wellness Center is an on-campus health resource located on the ground floor of Brotz Hall. Prevea Health is here to help with your acute health care needs, such as colds, sore throats, sinus problems, rashes, testing (strep, pregnancy, TB), prescriptions, injury assessment, ordering labs, etc., and with chronic care in collaboration with your primary care provider.

Prevea can assist with referrals to outside providers as needed. Most services and over-the-counter medications are free, though sports physicals cost $50, to be paid in advance at the business office.

If you have any questions, please call 920-565-1034 ext. 2386 or visit Lakeland Wellness Center.

Intramural Sports

Campus Recreational Intramural Sports aims to promote teamwork and friendly competition through diverse student opportunities regardless of ability. Student Activities and Intramural Sports offers season-style leagues that run the duration of the semester and tournaments that take place on a single day. The intramural activities provided are open to all registered students and free of charge to participate. Participants can sign up either as a team or as an individual 'free agent.' Examples of intramurals offered include badminton, softball, flag football, yard games, frisbee golf, kickball, and dodgeball. To learn more about Intramural Sports, please contact the Director for Student Activities at 920-565-1000 ext. 2379.

Lost and Found

The Department for Campus Safety offers a Lost and Found Service for the Lakeland University community. Items are housed in the Department for Campus Safety office located in Brotz Hall's north entrance on North Drive. Students are asked to turn items they have found into the Campus Safety office.

Mail

Mail is delivered Monday-Friday and will be sorted and available for pickup at the welcome desk in the campus center. For all student deliveries, please use the following address:

Your Name
Your Hall or Apartment Name and Apartment Number
W3718 South Drive
Plymouth WI 53073

Packages

All packages can be picked up at the Younger Family Campus Center Welcome Desk. Once a package arrives, students will receive an email notification through their Lakeland-assigned email.

Safety and Security

Lakeland University Department for Campus Safety Our mission is to provide professional and courteous service to the Lakeland University students, faculty, and staff by providing a safe and secure environment in which to learn, grow, and enjoy the Lakeland University community experience. Please visit anytime to talk with us about any safety concerns or questions you may have. Please remember your voice and opinion matter in our community.

Campus Safety maintains the safety and security of the Lakeland University campus community, including its grounds, buildings, and property. Through programs, events, and publications, Campus Safety educates students, staff & faculty in efforts to create a resilient campus community. Campus Safety is located in the lower level of Brotz Hall, and may be reached 24 hours a day, 7 days a week by calling 920- 565-1126. For more information about Campus Safety, please visit: https://lakeland.edu/Campus-Life/campus-safety

Spiritual Life

Chaplain's Office: At Lakeland University, we are committed not only to academic growth, but also to moral and spiritual growth. Religious and spiritual life activities at Lakeland are designed to create a safe place for students to grow in faith, encounter new religious traditions, and even ask questions about their own faith. The Office of the Chaplain is committed to respecting and supporting all spiritual and religious traditions represented on Lakeland's campus. Students needing support to practice their religion, whether dietary, prayer or meditation space, connection to area religious communities, etc., should contact the Chaplain's Office. Lakeland is the perfect place to explore your faith and nurture your spiritual life.

Ley Chapel: They Ley Chapel, built in 1971, has been a home for Spiritual Life activities for more than five decades. This space belongs to the community, as such, it is open and available for your use from 7:00 a.m. - 10:00 p.m. daily.

You are welcome to use the sanctuary for personal prayer, devotion and reflection. In addition, an interfaith prayer room is in the Oasis on the 3rd floor of Old Main. For questions contact:

Julie Mavity Maddalena, University Chaplain, Director of the Ulrich Center for Faith, Ethics, and Justice, Ulrich Ethicist in Residence, can be reached at 920-565-1000 ext. 2114 or by emailing mavmadja@lakeland.edu.

Spiritual and Religious Life webpage: https://lakeland.edu/ulrich-center/spiritual-and-religious-life

Student Activities

Mission statement: The Student Activities Department seeks to support the mission of Lakeland University. We enrich the University's life and enhance our students' success by providing the Lakeland University community members opportunities to explore and develop themselves as individuals, leaders, and citizens through involvement with and development of clubs, organizations, programming, and activities.

Student Activities provides various programs, events, and services to offer a fun and engaging campus atmosphere. Student Activities oversees multiple programs, including Extensive Campus Programs, Campus Community Engagement programs, Daytime Programming, support Greek Life programing, Leadership Development, Orientation, Recreation, and Wellness, Student Clubs and Organizations.

Student Organizations

Lakeland has more than 30 active student organizations, including 7 Greek organizations. To participate in a Lakeland University student organization, students must be enrolled full-time on the Lakeland University main campus and have a minimum cumulative GPA of 2.0. To learn more about student organization opportunities, contact the Director for Student Activities at 920.565.1000 ext. 2379 or Director for Leadership and Student Engagement at 920.565.1000 ext.2509 for more information.

Ulrich Center for Faith, Ethics, and Justice

The Ulrich Center for Faith, Ethics, and Justice is committed to engaging the complex issues of our time while building communities of equity and belonging. The Ulrich Center is home to Lakeland's diversity, equity, inclusion, and belonging initiatives, providing leadership, support, and inspiration to the Lakeland and Sheboygan County communities. The center invites members of the Lakeland community and surrounding communities to explore intersections between faith, ethical discernment, and social justice through campus-wide programming, community conversations, and trainings.

Lakeland University Ulrich Center staff offers several affirming and safer spaces for students and employees. This includes the CCEB (Community Center for Equity and Belonging), the Oasis, the chapel, and the offices of the Director of the Ulrich Center/ Chaplain and Director of Student Diversity, Equity, and Belonging Initiatives.

The Ulrich Center is in the Lauer Center. Students can walk in at any time, or make an appointment by emailing dei@lakeland.edu or by contacting:
Julie Mavity Maddalena, University Chaplain, Director of the Ulrich Center for Faith, Ethics, and Justice, Ulrich Ethicist in Residence, can be reached at 920-565-1000 ext. 2114 or by emailing mavmadja@lakeland.edu.

Ulrich Center webpage: https://lakeland.edu/ulrich-center

Welcome Desk

The welcome desk is located on the first floor of the Younger Family Campus Center. The following services are provided at the welcome desk:

- Package pickup.
- Shuttle reservations.

Campus Resources and Information

Department	Contact
Accommodations (Academic, 504, ADA, ESA, Pregnant & Parenting, Meal Plans, and Tutoring)	920-565-1000 ext. 2115 or eckhardtkl@lakeland.edu
Athletics	920-565-1000 ext. 2171 or artamenkodj@lakeland.edu
Buildings and Grounds	920-565-1021 ext. 2267 or benigerJW@lakeland.edu
Business Office	920-565-1000 ext. 2223 or businessOffice@lakeland.edu
Student Accounts Office	920-565-1021 ext. 2378 or studentaccounts@lakeland.edu
Campus Ministry (Faith-based student orgs, Spiritual life matters)	920-565-1000 ext. 2114 or mavmadja@lakeland.edu
Campus Safety (lost & found, parking, reporting)	920-565-1126 or SafetyAndSecurity@lakeland.edu
Co-Operative Education Office	920-565-1000 ext. 2511 or career@lakeland.edu
Counseling and Prevea Wellness Center	920-565-1034 ext. 2388, 2387 counselingcenter@lakeland.edu 920-565-1034 ext. 1 or Prevea Lakeland Wellness Center
Emergency Student Funding	920-565-1000 ext. 2501 or feldj@lakeland.edu
Financial Aid	920-565-1000 ext. 1032 or financialaid@Lakeland.edu
Food Services	920-565-1000 ext. 2246 or diningServices@lakeland.edu
Greek Affairs	920-565-1000 ext. 2379 or HoisingtonMK@lakeland.edu
Identification Cards (Student IDs)	920-565-1000 ext. 2621 or vanstelleAK@lakeland.edu
Information Technology	920-565-1143 or HelpDesk@lakeland.edu
International Center/Study Abroad	studyAbroad@lakeland.edu
Intramural & Club Sports	920-565-1000 ext. 2379 or HoisingtonMK@lakeland.edu
Library	920-565-1000 ext. 1038 or library@lakeland.edu
Lockers (Commuters)	920-565-1000 ext. 2379 or HoisingtonMK@lakeland.edu
Mailroom (Packages)	920-565-1000 ext. 2621 or vanstelleAK@lakeland.edu
Notary Public	
Parking Information and Vehicle Registration	920-565-1126 or SafetyAndSecurity@lakeland.edu
Registrar's Office	registrar@lakeland.edu
Residence Life Administration	920-565-1000 ext. 2465 or HallDirectors@lakeland.edu
Shuttle Operations	920-627-0882 or LUShuttle@lakeland.edu
Student Affairs (Student Activities, programs, leadership orgs, multicultural orgs.)	lustudentaffairs@lakeland.edu
Student Employment	920-565-1000 ext.2515 or StudentEmployment@lakeland.edu
Title IX Coordinator	920-565-1000 ext. 2501 or feldj@lakeland.edu
Veterans Service Office	920-565-1021 ext. 2377 or bialkse@lakeland.edu
Vice President for Academic Affairs (Academic concerns)	920-565-1000 ext. 2314 or kutneyJP@lakeland.edu
Vice President of Student Affairs (Non-Academic Student concerns)	920-565-1000 ext. 2501 or feldj@lakeland.edu

GENERAL
INFORMATION

Behavioral Intervention

When a student communicates active suicidal thoughts or engages in deliberate self-harming or suicidal behaviors, the local Mobile Crisis unit will be contacted.

- Elevate Mobile Crisis: Mental health professionals from Mobile Crisis arrive within 20 – 30 minutes unless they advise otherwise. They collaborate with the involved Lakeland staff and students and provide trauma-sensitive crisis intervention and de-escalation, assessment, support/safety planning, and connection with community resources if needed.
- Safety Planning: Mobile Crisis staff may create an on-campus safety plan. Hall directors and campus safety can be involved in planning, but not RAs or other students. Students are given a choice about whom to involve. Confidentiality is preserved though hall directors and campus safety may be notified. Counseling services may be informed later, with a signed release of information (voluntary). Emergency contacts may also become involved, depending on the severity of the crisis, in consultation with the student. When a safety plan is in place, there may be some monitoring of the student by the hall director and/or campus safety. Mobile Crisis will follow up daily (usually once or twice a day) for at least three days.
- Hospital Admissions (voluntary): If a hospital admission is deemed the safest course of action, Mobile Crisis staff will collaborate with the student, LU staff, and emergency responders (if involved), to coordinate transport to Aurora Behavioral Health, and will help with admission. Mobile Crisis is not able to provide transport but can meet students in the ER to support them, and advocate for them. There are also finance and insurance advocates at the hospital, with regular hours, to help students.
- Hospital admissions (involuntary): Mobile Crisis staff can approve an emergency detention (rare), called a Chapter 51, which is when a person is a significant danger to themselves or others. The sheriff's department will be contacted. They will facilitate a 72-hour hold, during which the student will be admitted and evaluated at a hospital.

Note: a short document about the hospitalization process ("what to expect") is available from campus safety and residence life.

It is expected that the student will either follow up for treatment with a campus counselor in the Lakeland University Counseling Services or seek the care of a counselor off campus upon completion of the crisis intervention. If hospitalized, students are encouraged to sign a release of information for a Lakeland University administrator or the counseling center (counseling center affords the most confidentiality) to facilitate discharge communication. If using an off-campus counselor post-crisis, a release should be signed with them to facilitate communication with a campus counselor. This ensures ongoing care and best practices for confidentiality.

Clery Act Information

Lakeland University publishes this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (as amended in October 1998). The Clery Act requires institutions to prepare, publish, and distribute an annual security report containing specific information about campus security policies and campus crime statistics. In addition, the Higher Education Opportunity Act, enacted on Aug. 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an Annual Fire Safety Report.

This report contains information about campus fire safety practices and standards of the institution. The Lakeland University Campus Safety Department is responsible for preparing and distributing this report in accordance with the Clery Act. The Campus Safety Department works with many other departments and agencies to compile the information required for this report. Other campus offices, such as the Office of Residential Life, Athletics, Health Services, and Counseling Services, all provide critical information concerning campus security policies and campus crime statistics included in this report. Our local law enforcement department also provides information concerning crime statistics for disclosure in the report. We encourage all members of the Lakeland University community to use this report as a guide for safe practices on and off campus. It outlines campus policies and provides important safety and crime prevention tips.

A copy of Lakeland University's ASFSR is available at: Annual Security Fire Safety Report.
To obtain a hard or e-mailed copy, please contact the Director for Campus Safety at 920-565-1000 ext.2503 or email: HrabanJM@lakeland.edu.

Death of a Loved One

If services are needed, please notify the Associate Dean for Wellness and Director for Counseling Services, at 920-565-1034 ext. 2388 or the Campus Chaplain at 920 565-1021 ext. 2114 in the event of the death of a student's loved one. The Associate Dean for Wellness and Director for Counseling Services or the Campus Chaplain will notify others in the university community, as appropriate, so assistance can be offered to the student and family.

Drug-Free Schools and Communities Act Amendments of 1989

The Drug-Free Schools and Communities Act Amendments of 1989 require an institution of higher education, as a condition of receiving funds or any other form of financial assistance under any federal program, to certify that it has adopted and implemented a program to prevent the unlawful possession, use, manufacture, or distribution of illicit drugs and alcohol by students and employees. As part of its drug and alcohol prevention program for students and employees, every student and employee of Lakeland University shall receive a copy of the program annually. Additional copies of the prevention program can be obtained from the Office of Campus Life or the Human Resources Office. Lakeland's prevention program includes institutional policy regarding alcohol and other drugs, educational information including federal, state, and local laws, and health risks associated with alcohol and other drugs. Also included is information regarding campus and community resources for assistance with alcohol and other drug-related problems.

Email Communication with Students

The University has the right to communicate with students through email and the right to expect those communications to be read in a timely manner. Official communications must be sent through your Lakeland University email address. Students are expected to read their Lakeland e-mail daily, as this is the method that most faculty and staff use to communicate with students. The university's email system can be accessed on and off-campus, and students may forward emails to another account checked regularly if desired. Each student is provided with an official university email address.

Students are encouraged to download the Outlook app from the app store for easy access on their mobile devices.

Emergency Notification

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the Clery Act, 10 U.S.C. §1092(f) et seq., and its implementing regulations require colleges and universities to do the following:

> Issue an emergency notification upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.

Lakeland University has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples that may warrant an emergency (immediate) notification after confirmation: armed or dangerous hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist event; civil unrest; natural disaster; hazardous materials incident and structural fire.

In the event of an emergency, Lakeland University will initiate and provide, without delay, emergency notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and employees.

Notification will be made by using some or all of the following methods depending on the type of emergency: University RAVE Muskie Alert System (which contains email, cell phone text); fire alarm (where available), sirens, public address systems (where available), social media, digital signage (where available), posted signage (when appropriate), local media, webpage and/or in-person communication. If any of these systems fail or the university deems it appropriate, in-person communication may be used to communicate an emergency.

All Lakeland students, Faculty, and staff are automatically opted-in to receive emergency texts and emails.

The content of the message will vary depending on the situation. At a minimum, the messages will describe the emergency, provide basic instructions to the LU community, and will direct them to where they can receive additional information. For more information about emergency notifications, please visit the Annual Security Fire Safety Report.

Gender Neutral Restrooms

Lakeland University strives to create and sustain a campus environment that supports, fosters and values all members of our community. One aspect of creating a supportive environment is to provide safe, accessible, and convenient restroom facilities. Students, faculty, staff, and campus guests should use the bathroom facilities that correspond to their gender or gender identity or utilize restrooms that are designated gender-neutral or gender-inclusive.

Grievance Procedure

Students are encouraged to use the grievance procedure when they feel that a university policy or practice has not been followed. The process outlined below is designed to assure complete, fair, equitable, and

prompt consideration of the student's grievance. Absent any abuse of the system, the student initiating a grievance or participating in its settlement will not be retaliated against.

Procedure:
The student should bring the matter to the attention of the Vice President of Student Affairs. Grievances shall be addressed consistently with university policies and applicable law.
The student must put the grievance in written form and file it with the Vice President of Student Affairs office. The student and a representative appointed by the Vice President of Student Affairs will meet and try to resolve the matter within the reasonable amount of time necessary.

If the matter is not resolved, the student's grievance will be reviewed by a member of the appeals committee to be appointed by a representative from the Affairs office. The appeals committee will comprise a standing member from the student government association, i.e., the president or vice president of the student cabinet, a faculty member, and administrative staff. Members from the campus student conduct board may be used. The students will meet with the appeals committee to discuss the concern and to come to a resolution. The committee will give a written recommendation to the Vice President of Student Affairs within three business days of hearing the appeal.

The Vice President of Student Affairs office representative will present the student with the decision. Should the student wish to appeal against this decision, the matter should be submitted in writing to the Vice President of Student Affairs for final review.

The Vice President of Student Affairs will consider the matter and present a decision in writing to the student within ten business days of notice of appeal from the student. The recommendation from the Vice President of Student Affairs is final.

For grievances regarding:

Academics: Contact the Vice President for Academic Affairs, Dr. Joshua Kutney, at 920-565-1000 ext. 2314.
Athletics: Contact the Director for Athletics, Dan Artamenko, at 920-565-1000 ext. 2171.
Student Concerns: Contact the Vice President of Student Affairs, Jonathan Feld. 920-565-1000 ext. 2501.
Students wishing to file a grievance with their Student Government Association President, please get in touch with SGA at StudentGovernment@lakeland.edu
Veterans: Contact the Associate Director for Financial Aid and Educational Funding, Sue Bialk, 920-565-1000 ext. 2377.
Hate Crimes/Bias/Sexual Misconduct/Relationship violence/Stalking: Contact the Director for Campus Safety, Jason Hraban, at 920-565-1000 ext. 2503 or 920.838.5732.
Confidential Resources: To report to a Confidential Resource, please see Title IX Confidential Resources.

Health and Wellness Status

Lakeland University policy has been established to protect the health information and rights of students while considering the health and safety of all others at the institution.

Discrimination: Lakeland University will not discriminate in any manner against any person based on health status. This includes admissions, facilities access, hiring, and residential housing. A grievance related to discrimination based on health status can be submitted by a student or visitor to the Dean for Students. Employees are encouraged to contact Human Resources.

Examination: Lakeland University will not require health or medical assessment or testing for students or employees. People who want health information or testing services for health-related questions or concerns may contact campus Health and Wellness Services.

Confidentiality: Information about a student's or employee's health status may only be included in medical or health care records and not in student or employee records. Furthermore, it is against the law to disclose one's health status to anyone without written consent of the person.

Penalties: Disclosing the protected medical information of a student or employee without written consent will result in disciplinary measures under university policy.

To maintain a healthy and safe environment for all members of the university community, the university will:

- Offer confidential physical and mental health and spiritual assistance to any university member.
- Any need for accommodation should be communicated to the Academics Accommodations Office.

International Students

International Student Advising and Maintaining Legal Status in the Federal SEVIS: The university assists its international students through a wide variety of service support. One of the most important areas of support is assistance in attaining and maintaining legal status in the U.S. Government's Student and Exchange Visitor Information System (SEVIS). Detailed SEVIS rules and regulations require approved U.S. educational institutions to closely track, and report detailed information about international student course loads, requests for off-campus internships and employment, training opportunities, and more, both during and after education. Students can access other information about the U.S. Bureau of Citizenship and Immigration Services, U.S. Immigration and Customs Enforcement, U.S. Customs and Border Protection, and other U.S. federal regulations enforced through SEVIS.

Designated School Officials are available by appointment via email, phone, meeting platforms, or in-person (by appointment) in the Registrar's office in WAK. Please contact registrar@lakeland.edu to initiate a conversation and follow-up. For more information about international admission, follow this link: https://lakeland.edu/Academics/international-forms

Involuntary Leave of Absence

Students with emotional or behavioral problems that

1. Are a threat to the well-being of others
2. Cause them to attempt suicide or take actions that threaten their own health or safety
3. Render the student or another unable to function effectively or safely in the residence halls, classes, and/or athletics
4. Interfere with the educational pursuits or living situations of others

5. Stretch campus resources to an unsustainable point

may be required to leave the university at the discretion of the dean of students, following the Involuntary Leave of Absence Policy. When such a student has been identified, they may be asked to release documentation showing that the risks have been mitigated using evidence from medical professionals or other evidence relevant to the situation. If a student refuses to have an examination or to release the information, they may not be allowed back on campus and/or may be suspended. In most cases, the university reserves the right to contact the student's emergency contact.

Lakeland Intervention Team (L.I.T.)

L.I.T. is a multi-disciplinary group of employees whose purpose is to meet regularly to support our students' mental, emotional, and physical health, well-being, and academic success. Our goal is to determine and utilize protocol for early detection of indicators/behaviors that cause potential harm, disruptive conduct issues, and risk violence to others and to use data gathered through Starfish to identify students at risk academically. This group tracks student behavior in a confidential setting and identifies action plans to address those behaviors. Reports made to the LIT will allow all members to work together to determine threat assessment, means of support or intervention, warning/notifications, and response time. This team will identify resources available on- and off-campus and coordinate follow-up for the student.

The Purpose: To identify behaviors/patterns that signal risk and provide resources to mitigate disruptive or dangerous behaviors.

Report a Concern: Concerns may be reported directly to the L.I.T. team at online reporting Lakeland LIT. When describing the concern, please list all pertinent information such as location, room number, time of the incident, members involved, or any descriptive information of the individual if the name is unknown. If the situation needs immediate attention, please report directly to Campus Safety at 920.565.1126 or the on-duty Hall Director at 920.838.2008 to assist you.

The team encourages members of the Lakeland community to refer any community member when they witness or suspect behaviors or situations that are of concern and may cause harm to this individual or others. The following are a few examples of behaviors to report:

- Signs of depression and other mental health concerns
- Physical health issues such as abrupt changes in eating or sleeping habits
- Sudden changes in routine or behavior
- Risky behaviors regarding drugs or alcohol
- Inappropriate or disruptive classroom behavior
- Abrupt changes in classroom attendance or academic performance
- Increased nervousness or agitation
- Social anxiety or difficulty in adjusting to college
- Threats of harm to self or others
- Suicidal ideation
- Extreme or inappropriate expression of emotions
- Change of attendance at athletic practices

Confidential: All information shared with the Lakeland Intervention Team will be confidential. The web-based reporting system connects to a confidential database. The form will ask for your name, but you may also report anonymously if you desire.

Missing Student Notification Policy and Procedures

In accordance with the Higher Education Opportunity Act, P.L.110-315, (2008), "Missing Student Notification Policy and Procedures," each college and university that provides on-campus housing must establish a "missing student notification policy" for students who reside in on-campus housing. Each resident will be notified of the Missing Student Notification Policy and Procedures during residence hall check-in, as well as in this Student Handbook.

Each student who resides in on-campus housing is required to identify an individual to be contacted by the university no later than 24 hours after they should be considered "missing." Lakeland University has developed a policy for notifying the designated emergency contact should a resident student be considered "missing." A "missing student" is defined as any currently registered residential student who has not been seen by friends, family members, instructors, or staff for a reasonable length of time, whose absence is contrary to their usual pattern of behavior or where there is reason to believe that unusual circumstances may have contributed to their unexplained absence. Such circumstances could include, but are not limited to, a suspicion that the missing person may be the victim of foul play, has a known medical condition (physical, emotional, or mental), has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or is believed to have been with, or associating with, persons who there is reason to suspect may pose a danger to the student's welfare.

If anyone in the Lakeland University community has reason to believe that a student is missing, student affairs personnel or the director for campus safety must be notified. Upon receiving notification, residence life personnel, student affairs personnel, the Campus Safety Department, and other appropriate university staff will make reasonable efforts to locate the student to determine their whereabouts and to inquire regarding the well-being of such student. Reasonable efforts to locate a student may include but are not limited to, checking their residence hall room, reviewing class schedule, talking with roommate(s) and friends, ID card access, locating their vehicle, visiting last known locations, and contacting any known cell phone number. As a part of the investigation, the university reserves the right to make contact with emergency contacts to help assist in determining the whereabouts and well-being of the missing student.

Each student, through the completion of the emergency contact form, is required to identify a person or persons who will be contacted in the event that student is determined missing. If a student does not want their primary contact earmarked on their emergency form contacted, a confidential notification information form can be filled with the contact information of an alternative contact. These forms are kept confidential.

Once a student meets the definition of "missing," the following is to occur:

- The Campus Safety Department will initiate a campus investigation into the student's whereabouts.
- If it is determined that a residential student is considered missing, the Director for Campus Safety will notify the Vice President of Student Affairs and generate a missing person report.
- The Jurisdictional law enforcement agency is to be contacted no later than 24 hours after the resident is determined to be missing by the Director for Campus Safety.

The Vice President of Student Affairs will notify the emergency contact person or persons listed of the missing student within 24 hours of determining the student is missing.

In cases where the university has reasonable cause to suspect that a missing student may be at personal risk due to circumstances discovered in the investigation, the director for campus safety will initiate contact with law enforcement authorities, requesting appropriate assistance. In such situations, the university reserves the right to determine when law enforcement authorities should be advised of concerns for the safety and well-being of a missing student.

Parental Notification

The Dean of Students reserves the right to contact the student's emergency contact to disclose information about any violation of federal, state or local law or any university policy governing the use or possession of alcohol or a controlled substance, or behavioral health. The decision to contact a parent or legal guardian will be based on the professional staff's review of an incident(s) for pattern or severity.

Property Liability Policy

Students are responsible for all personal items. The university does not assume responsibility for any personal items that are lost, stolen, or damaged. The university recommends that all residents acquire renter's insurance for their property and belongings.

Severe Weather and Tornado Procedures

The National Weather Service issues a severe weather watches and warnings when severe conditions exist:

- Severe Thunderstorm Watch: Means conditions are conducive to the development of severe thunderstorms in and close to the watch area.
- Severe Thunderstorm Warning: Means a severe thunderstorm has actually been observed by spotters or indicated on radar and is occurring or is coming to the warning area. Severe weather storms are usually characterized by intense electrical activity, heavy rains, high winds, and hail.
- Tornado Watch: Means conditions are favorable to the development of a tornado in and close to the watch area.
- Tornado Warning: Means a tornado has actually been sighted by spotters or indicated on radar and is occurring or forthcoming in the warning area. If a tornado warning is issued, all residents should seek shelter immediately.

Lakeland is equipped with a weather siren that will sound to signal you to take cover during a tornado warning. Campus Safety officers, residence life staff and other members of the professional staff of Lakeland University will inform you when it is safe to come out of the shelter. If one becomes aware of severe weather or a tornado watch, or has questions about severe weather, call Campus Safety 24 hours a day, seven days a week at 920-565-1126.

Designated Shelter Areas

All shelter areas are labeled with a "Severe Weather Shelter" sign in each building or proceed to the lowest level of a building, closet, or room that is free of windows. These locations are also noted on maps throughout the buildings.

CONDUCT
PROCESS

At Lakeland University, we hold our students to high standards. We expect the very best from our students as they develop and persist in the classroom and in activities and experiences held on and off campus. Students will be treated fairly and equitably, and their rights will be respected.

Departmental Mission: The Vice President of Student Affairs Office supports the mission of Lakeland University and the Division of Campus Life by creating and fostering a safe and peaceful learning environment for students, faculty, and staff. The Student Conduct process strives to achieve this goal by adjudicating the standards set by the Student Code of Conduct and by providing additional programs and services designed to promote the concepts of civility, integrity, responsibility, and community.

Goals of the Conduct Process

1. To provide an equitable process for all students to persist academically, personally, socially, and professionally.
2. To provide fairness for students by looking into the root cause of their behavior, using a hands-on, developmental approach to understand and provide the appropriate response to prevent the behavior from recurring. The conduct process is designed to be educational and not punitive.
3. To ensure that students' rights are protected through the conduct process and are respected during the investigation.

Explanation of Student Conduct

1. Anyone who sees or experiences an incident may report the incident to the Department of Residence Life or the Department of Campus Safety.
2. Incident reports are generated through the Department of Campus Safety and Residence Life and then forwarded to the Director for Campus Safety for review.
3. The Director for Campus Safety will review and categorize the incident and initiate any investigation necessary.
4. All reviewed reports are then forwarded to the Conduct Coordinator.
5. The Conduct Coordinator will distribute the reports to conduct officers based on incident type and severity.
6. An initial discussion will take place with a conduct officer and students involved in the report to explain the process, possible sanctions, and the incident they are associated with, answer any and all questions, and clarify the student's rights.
7. If the student accepts responsibility, the conduct officer will re-explain the policy violation, deliver the sanction and explain the appeals process.
8. If the student does not accept responsibility the Conduct Coordinator will review the report and the students statements to the conduct officer and will determine the next steps.
    a. The Conduct Coordinator may determine that the student is not responsible.
    b. The Conduct Coordinator may determine that the student is responsible based on a preponderance of the evidence.
    c. The Conduct Coordinator may determine that a formal hearing is necessary.
        i. A The formal hearing process will consist of the Chief Conduct Coordinator(non-voting), one staff member, one faculty member, and the SGA President or SGA Vice President.
        i. In the formal hearing, the student will have the opportunity to bring forth any information about the hearing that could affect the outcome.

ii. The Formal Hearing Board will consider all the information. After all, evidence has been heard, and facts have been reviewed, the Chief Conduct Coordinator and the student will step out to let the Hearing Board discuss and render a decision.
iii. When the Hearing Board has reached a final decision, the Chief Conduct Coordinator and the student will re-enter to hear whether the student is being found responsible or not responsible.
iv. After the Formal Hearing decision, the student will meet with the Chief Conduct Coordinator to complete the Student Disciplinary Record process.

4. If the student is found responsible, sanctions and points will be implemented and enforced, and the student will be informed of their right to appeal.
5. If the student is not responsible, the disciplinary process will be closed.
6. The Conduct Coordinator may notify other university officials where appropriate (e.g. the athletic director, Greek affairs coordinator, etc.)

**In the event that there is a conflict of interest, the Chief Conduct Coordinator will defer the implementation of sanctions to the Vice-President for Student Affiars.

Conduct Points

In addition to sanctions assigned for individual policy violations, the University uses a Conduct Point System to identify patterns of behavior and encourage positive decision-making. Each policy violation is assigned a point value based on the nature and severity of the misconduct. When a student is found responsible for a violation, the corresponding conduct points will be added to the student's conduct record.

The Conduct Point System is cumulative, meaning points from multiple incidents may be combined. As a student's total conduct points increase, additional educational or disciplinary sanctions may be imposed, regardless of the specific violation involved.

Conduct points are an administrative tool used to track conduct history and determine eligibility for additional sanctions. Conduct points may remain on a student's conduct record for a period determined by the University and may be reviewed when resolving future misconduct cases.

The following point thresholds may result in additional sanctions:

- **6 Conduct Points**: Mandatory Mentorship Meetings
- **9 Conduct Points**: Conduct Probation
- **12 Conduct Points**: Suspension from the University

The University reserves the right to assign additional conduct points beyond the standard point value listed for a violation when circumstances warrant. Factors that may result in increased points include, but are not limited to:

- Repeated violations of the same policy
- A pattern of misconduct over time
- Aggravating circumstances associated with the incident
- Failure to comply with previously assigned sanctions

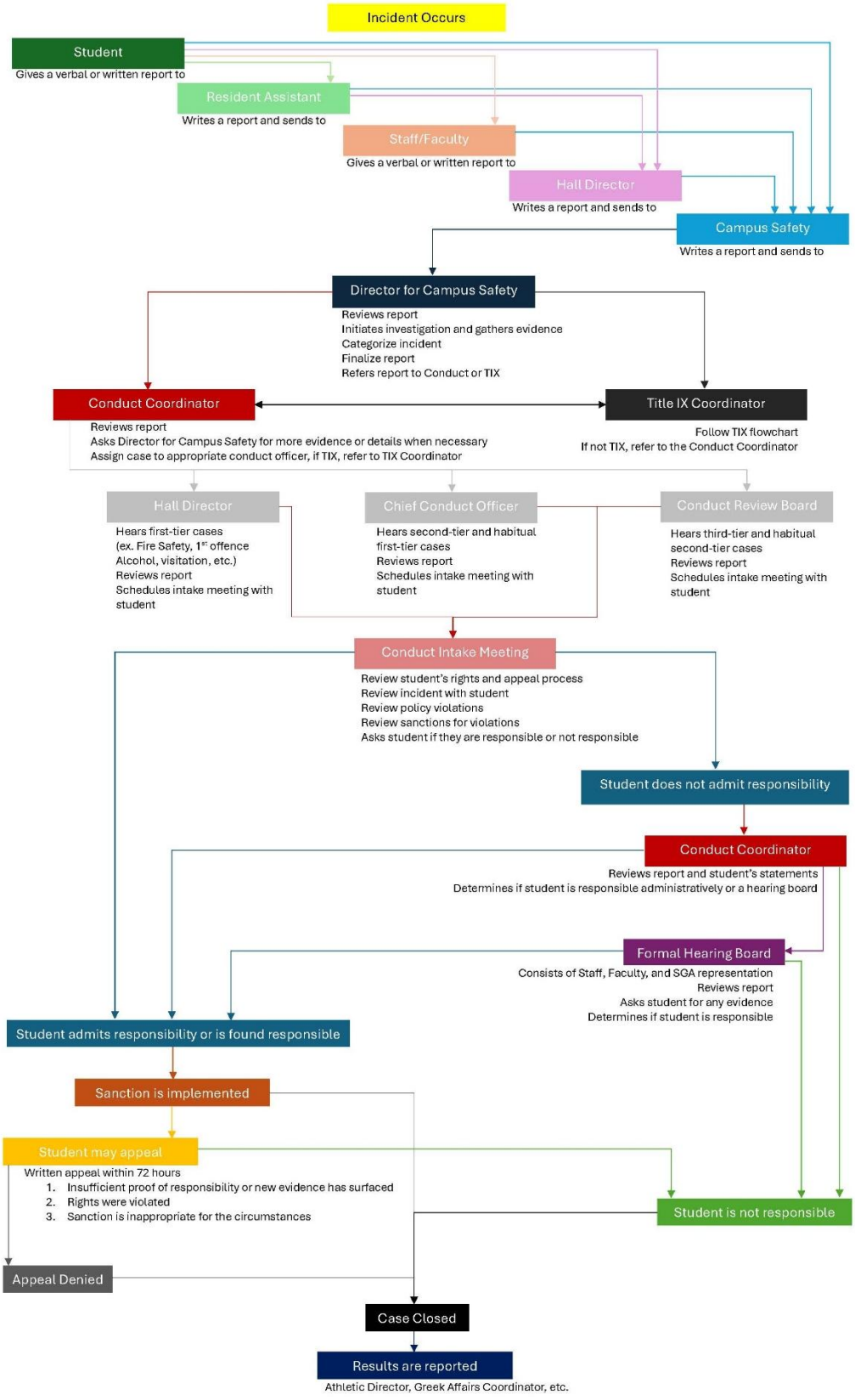
Point Reduction Opportunities

The Conduct Point System is intended to promote accountability while recognizing positive growth and behavioral change. Students may have conduct points reduced through approved educational and restorative measures, including:

- Remaining free of additional conduct violations for a semester reduces two points.
- Successful completion of an approved Restorative Justice Program.
- Consistent attendance and participation in required Mentorship Meetings
- Other educational or developmental opportunities approved by the Office of Student Conduct

The Office of Student Conduct determines the number of points that may be removed and whether a student has successfully completed the requirements necessary for point reduction.

Conduct Flowchart



Sanctions

A sanction is an educational, restorative, administrative, or disciplinary outcome assigned as a result of a student being found responsible for violating University policy. The sanctions listed within individual policies are intended to serve as guidelines and are not intended to be exhaustive or mandatory in every case. Conduct officers may assign alternative, additional, or different sanctions when deemed appropriate based on the circumstances of the incident, a student's conduct history, the impact of the behavior, and other relevant factors. Whenever possible, sanctions should be educational in nature and reasonably related to the violation. Following a student's first violation of a particular policy, subsequent violations of the same policy or continued misconduct may result in additional, different, or more severe sanctions than those previously assigned. The Director for Athletics may issue additional athletic-related sanctions.

Educational and Developmental Sanctions

Education Sanction

Assignments designed to promote reflection, learning, and personal growth related to the violation.

- 2-Page Paper: A written reflection or research paper on a topic related to the incident.
- Presentation: A verbal or visual presentation to demonstrate understanding of the issue.
- Watch a Video or Take a Class: Completion of an educational video or workshop with a reflection component.
- Letter of Apology: A sincere written apology to the person or group affected by the student's actions.

Community Service

A set number of volunteer hours assigned to a student to give back to the campus or local community as a way to repair harm and demonstrate accountability.

Facilitated Dialogue or Mediation

A structured conversation between parties involved in a conflict, led by a neutral facilitator, to promote understanding and resolution.

Behavioral Agreement/Contract

A formal agreement outlining specific expectations for behavior moving forward. Violation of the agreement may result in more serious sanctions.

Administrative Sanctions

No Sanction Given

No formal consequence is assigned, though the incident is still documented.

Deferred Sanction

The sanction is delayed and may be removed if the student meets certain conditions or avoids further violations. The sanction will be applied if the student does not meet the conditions or commits further violations.

Behavioral Hold

A restriction placed on a student's account to prevent course registration due to unresolved conduct matters.

Warning and Probationary Sanctions

Verbal Warning

An informal warning issued verbally, indicating that behavior was inappropriate and must not continue. Although delivered in person or over the phone, a verbal warning is still formally documented in the student's conduct record for reference in case of future incidents.

Written Warning

A formal written notice that a student's behavior violated university policy and that future violations may result in more serious sanctions.

Conduct Probation

A period during which a student's behavior is closely monitored. Further violations may result in more severe consequences, including suspension.

Housing Probation

A warning status within campus housing. Further violations may lead to removal from university housing.

Restrictions and Loss of Privileges

Space/Location Restriction

A disciplinary sanction that prohibits a student from entering specific campus buildings, rooms, or areas. This restriction may be temporary or permanent, depending on the severity and context of the incident.

Loss of Guest/Visitor Privileges

The student is not allowed to host guests or have visitors in campus housing for a specified period.

Restrictions from Student Activities

Loss of access to campus events, programs, or recreational activities.

Restrictions from Student Organizations

Loss of eligibility to participate in or hold leadership roles in student organizations.

Housing Reassignment

Relocation to a different room, floor, or building within university housing due to conduct concerns.

Technology Access Restriction

Loss of access to university technology resources (e.g., Wi-Fi, email, lab computers, printing) due to misuse.

Housing Suspension

Temporary removal from university housing for a specified period.

Financial Sanctions

Monetary Fine

A financial penalty for specific violations. Students may also face restitution for any damages caused in addition to the monetary fine.

- Fire Safety Fine ($300): For tampering with fire safety equipment or violating fire safety rules.
- Improper Checkout ($50): For failing to follow proper housing checkout procedures.
- Propping of Doors/Manipulating Door Jamb ($300): For compromising building security.
- University Furniture ($50): For having unauthorized furniture in a room, when university-owned furniture is removed from student rooms, or if university furniture is placed outdoors.
- Unauthorized Animal ($150): For having an unapproved animal in a campus building. The animal must also be removed within 24 hours.
- Tampering with Surveillance Equipment ($300): For interfering with university security systems.
- Unauthorized Access to Rooftops ($300): For entering restricted rooftop areas.
- Unauthorized Access to the Water Tower ($1000): For entering or climbing the water tower.
- Unsanitary Room Conditions ($150): For maintaining a room in a condition that poses health or safety risks.
- Entering or Exiting through windows ($30): For using a window to enter or exit a space rather than using a door.
- Removing Window Screen ($50): For removing a window screen in a residential room.

Restitution

Payment for damage or loss caused by the student's actions. The amount is based on the direct cost to repair or replace the damaged or stolen item(s) and may include labor or service fees if applicable.

Separation from the University

Non-Academic Suspension

Temporary removal from the university due to conduct-related reasons. During this period, the student is not permitted to be physically present on campus or participate in in-person university activities. However, the student may continue their academic coursework remotely if they are able to register for fully online classes. It is the student's responsibility to ensure that their course selections are compatible with remote participation. Faculty are not required to accommodate remote attendance for courses that are designated as in-person only.

Non-Academic Dismissal

Permanent removal from the university due to serious or repeated conduct violations. The student is no longer eligible to attend in-person classes, live in university housing, or participate in university-sponsored activities. In some cases, the student may be eligible to complete their academic program remotely, provided they can register for fully online courses. It is the student's responsibility to identify and enroll in such courses, and instructors are not obligated to modify in-person course formats to accommodate dismissed students.

Trespassed

The individual is banned from entering specific university buildings or properties.

Vehicle Sanctions

Monetary Fine

A financial penalty issued for violations of campus parking and vehicle use policies. In combination with any fine, the vehicle may also be towed at the owner's expense.

- Parking in visitor parking ($50): For unauthorized use of spaces designated for campus visitors.
- Over-time parking ($30): For exceeding the posted time limit in a timed parking space.
- Illegal Parking ($50): For parking without a valid permit, occupying more than one space, parking in an undesignated area, or other parking violations.
- Parking in Roadway ($50): For parking in a driving lane or roadway and/or obstructing the traffic flow.
- Parking in front of a dumpster ($80): For blocking access to waste disposal areas.
- Parking in Handicapped Parking ($150): For unauthorized use of spaces reserved for individuals with disabilities.

Vehicle is Towed

A student's vehicle is removed from campus property at the student's expense due to parking or other vehicle-related violations.

Appeals

Students may appeal the decision and sanctions imposed by the Conduct Coordinator. Failure to file a request or extension in a timely manner constitutes a waiver of any right to request an appeal. The written appeal must be based on these grounds:

1. Procedural error
    a. The student must demonstrate that there was a material deviation or change from the procedures outlined in the policy and that had the proper procedures been followed, the outcome would likely have been different.
    b. Or the student must show that their rights were violated during the investigation or conduct process.
2. New evidence
    a. The student must demonstrate that new evidence is available or was discovered after the hearing and that had the evidence been known and reviewed during the investigation or hearing, it would have affected the outcome. The student needs to present or describe the new evidence in writing and explain why the new evidence was unavailable before the hearing.
3. Substantial bias
    a. The student must present facts that show prejudice, bias, or other inappropriate or unlawful factors that improperly influenced the outcome.
4. Inappropriate Sanction
    a. The student must present that the sanction was not appropriate for the violation that occurred. This appeal may only change the sanction and may not change the finding of responsible or not responsible.

A formal request to appeal must be sent to the Vice President of Student Affairs within 48 hours of written notification of the sanction. The decision on the appeal will be made within seven business days. The decision of the appeal is final.

Mitigating Circumstances

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: N/A
Points: N/A

Policy Statement

Students are encouraged to seek assistance, report concerns, and cooperate with university officials during emergencies or investigations, even when doing so may reveal their own violation of university policy. Such actions may be considered mitigating circumstances when determining responsibility and sanctions.

Interpretation and Examples

The following examples do not represent a comprehensive list.

The university may consider the following mitigating circumstances:

- Seeking emergency medical assistance for oneself or another person, including when the reporting individual may have been involved in a policy violation.
- Contacting emergency responders or university officials to report a health or safety emergency
- Reporting sexual misconduct, sexual harassment, stalking, dating violence, domestic violence, or other prohibited conduct
- Serving as a witness or participating in a university investigation in good faith
- Acting in reasonable self-defense or defense of another person
- Taking reasonable action to prevent injury, harm, or property damage
- Reporting a fire, hazardous condition, crime, or other emergency
- Cooperating with university officials during an emergency, investigation, or conduct process
- Voluntarily seeking assistance, support services, counseling, medical treatment, or other resources to address concerning behavior

This policy does not:

- Prevent the university from taking action when necessary to protect the health, safety, or welfare of the university community
- Excuse conduct involving violence, threats, coercion, retaliation, discrimination, harassment, property damage, or other serious misconduct
- Prevent the university from complying with federal, state, or local laws

CLERY ACT, Title IX, AND VAWA **CRIME DEFINITIONS**

Aggravated Assault

Aggravated assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Aggravated Assault is prohibited. Examples include: assaults or attempts to kill or murder; poisoning, including the use of date rape drugs; assault with a dangerous or deadly weapon; maiming; mayhem; assault with explosives, and assault with disease (as in cases when the offender is aware that they are infected with a deadly disease and deliberately attempts to inflict the disease by biting, spitting, etc.)

Arson

Arson is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. Arson is prohibited.

Burglary

Burglary is the unlawful entry of a structure to commit a felony or a theft. Offenses that are classified by jurisdictional enforcement agency(s) as burglary (any degree); unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking and all attempts at these offenses:

- **Forcible Entry**: All offenses where force of any kind is used to unlawfully enter a structure for the purpose of committing a theft or felony. This rule applies when a thief gains entry by using tools; breaking or forcing windows, doors, transoms, or ventilators; cutting screens, walls, or roofs; and/or, using master or unauthorized keys, picks, celluloid, a mechanical contrivance of any kind (e.g., a passkey or skeleton key) or other devices that leave no outward mark but are used to force a lock. This includes burglary by concealment inside a building followed by exiting the structure.
- **Unlawful Entry–No Force**: The entry of a structure in this situation is achieved by the use of an unlocked door or window. The element of trespass to the structure is essential in this category, which includes thefts from open garages, open warehouses, open or unlocked dwellings (such as dorm rooms), and open or unlocked common basement areas in apartment houses where entry is achieved by someone other than the tenant who has lawful access, or others whom the tenant allows to have free and regular access to the structure. If an item was taken from an unlocked dorm room, and you can establish that neither the tenant nor those friends with free and regular access to the space have taken the item, then unlawful access has occurred. In this context, it is important to note that a “breaking” occurs when a perpetrator crosses the threshold of a boundary that results in a trespass. As such, it is possible for a burglar to “break” an open doorway or window. There is no requirement that entry be forced in any way or that damage to a door, window, or frame be evident.
- **Attempted Forcible Entry**: A situation where a forcible entry into a locked structure is attempted but not completed. An attempt to commit the crime of burglary must be evaluated in context based on all available information. Such incidents must not be classified merely as “suspicious activity” or “vandalism” where the totality of facts indicates that a burglary was, in fact, attempted. Possible indicators of an attempted burglary may include but are not limited to, damage to a door or window, the presence of burglary tools, a recurring or similar modus operandi or “signature” that ties an incident to other similar offenses (sometimes referred to as “common plan and scheme”), and/or proximity in time and place to a pattern of other similar crimes.

Criminal Homicide – Manslaughter by Negligence

The killing of another person through gross negligence is prohibited.

Criminal Homicide – Murder and Nonnegligent Manslaughter

The willful (nonnegligent) killing of one human being by another is prohibited.

Drug Law Violations

Drug law violations are defined as the violation of laws prohibiting the production, distribution, and use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and the making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics manufactured narcotics that can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Hate Crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Hate Crimes include any of the following offenses that are motivated by bias: Murder/Non-Negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation and Destruction/Damage/Vandalism of Property.

Hazing

Any intentional, knowing, or reckless act committed by a person (individually or with others) against another person or persons, regardless of their willingness to participate, that:

1. Occurs during:
    a. Initiation into,
    b. Affiliation with, or
    c. Maintenance of membership in a student organization (e.g., club, athletic team, fraternity, sorority).
2. Causes or creates a risk—beyond what is reasonably expected in normal participation—of physical or psychological injury, including:
    a. Physical abuse: whipping, beating, striking, electric shocking, placing harmful substances on the body.
    b. Forced endurance: sleep deprivation, exposure to elements, confinement, extreme exercise.
    c. Coerced consumption: food, alcohol, drugs, or other substances.
    d. Sexual coercion: inducing another to perform sexual acts.
    e. Threats or intimidation: causing fear of bodily harm through words or conduct.
    f. Criminal acts: any activity that violates local, state, tribal, or federal law

Liquor Law Violations

The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Violations include maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor and drinking on a train or public conveyance. (Also see Alcohol and Drug Use Policy Notice under "Policies and Procedures" section).

The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; includes all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. This includes the theft of any self-propelled vehicle that runs on land surface and not on rails, such as sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, trail bikes, mopeds, all-terrain vehicles, self-propelled motor homes, snowmobiles, golf carts, and motorized wheelchairs.

Robbery

The taking or attempting to take anything of value of the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Weapons

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Sex Offences

The university insists on an environment free from implicit and explicit coercive sexual behavior used to control, influence, or adversely affect the well-being of any member of our community. Sexual harassment of any individual is inappropriate and unacceptable and will not be tolerated. Lakeland University will not tolerate any form of sexual misconduct, coercion, intimidation or harassment as set forth in the Sexual Misconduct, Sexual Harassment, and Sexual Assault policies in this handbook.
This policy prohibits any forms of behavior that violates Title IX of the Education Amendments of 1972 and Title VII of the Civil rights Act of 1964. Such behavior also requires the university to fulfill certain obligations under the Violence against Women Reauthorization Act of 2013 (VAWA) and the Clery Act.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, A sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

Lakeland University recognizes that sexual assaults occur under a variety of circumstances:

- On and off-campus
- Between people of any gender or sexual identity
- Between students, faculty, staff, alumni, and visitors to campus
- Where consent existed and was retracted
- When impaired by drugs and/or alcohol
- Regardless of any previous interaction or relationship

No matter what the circumstances, sexual assault violates the standards of acceptable behavior at Lakeland University. If you are a victim of sexual assault or misconduct, please refer to the on-campus resources and reporting options or off campus resources and reporting options in this handbook.

Sexual Exploitation

Occurs when a person takes a non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to, invasion of sexual privacy; prostituting another person; non-consensual recording or broadcast of sexual activity; going beyond the boundaries of consent (such as letting another person hide in a closet to watch another having consensual sex; engaging in voyeurism; knowingly transmitting and STD or HIV to another person; exposing one's genitals in non-consensual circumstances – inducing another to expose their genitals; and sexually-based stalking, bullying and cyber-bullying.

Sexual Misconduct

A range of behaviors including, but not limited to, sexual assault, intimate partner violence, stalking, retaliation, sexual or gender-based harassment, complicity, and sexual exploitation.

Students are subject to criminal statutes and various federal, state and local laws which regulate civil conduct including sexual misconduct. The university is also bound by and supports all applicable laws. Consistent with the law, Lakeland University intends to provide a safe and welcoming campus environment. Lakeland University offers educational programming to promote the awareness of rape, acquaintance rape and other sexual misconduct, forcible and non- forcible. There are instances where conduct or content of a sexual nature is a legitimate part of the curriculum, whereas the same conduct might be sexual harassment in another context.

Non-Consensual Sexual Contact

Non-Consensual Sexual Contact is any touching however slight, with any object or body part, of the breasts, buttocks, groin, or genitals, or touching either directly or through clothing, or making a person touch another or himself/herself on the breasts, buttocks, groin or genitals, either directly or through clothing without consent. Non-Consensual Sexual Contact includes disrobing or exposure of breasts, buttocks, groin or genitals to any individual". Sexual violence (including sexual assault and intimate partner violence), coercion, stalking or harassment against individuals, whether perpetrated by a stranger or acquaintance, whether occurring on or off campus, and whether directed against a member of the campus community or someone outside of the campus community, will not be tolerated and can lead to university judicial action and/or civil action.

Consent

Lakeland University requires that consent to sexual activity be informed, freely, and actively given through the demonstration of clear words or actions that a person has indicated permission to engage in mutually agreed-upon sexual activity. Consent cannot be obtained by force which includes the use of physical violence, threats, intimidation, or coercion.

Consent cannot be obtained by taking advantage of the incapacitation of another, where the person initiating sexual activity should have reasonably known the other lacks the ability to make rational and informed judgments whether to engage in sexual activity. A person who has consumed alcohol or drugs may be incapacitated yet appear lucid and conscious, so sexual activity following the ingestion of drugs or alcohol should be exercised with caution. Consenting to one type of sexual behavior does not constitute consent for other types of sexual behavior. Additionally, previous consent to sexual activity does not constitute consent to future sexual activity. Consent can be withdrawn at any time through clean words or actions that an individual wants the sexual activity to cease. Once consent is withdrawn the sexual activity is to cease immediately.

Having sex with someone you know to be, or whom you should know to be, beyond their normal cognitive function is a violation of the Lakeland University Sexual Assault policy. Sexual contact with anyone who is inebriated, mentally or physically impaired, or incapacitated is a violation of this policy. People who have a mental illness or deficiency, are unconscious for any reason, or are physically unable to communicate, are assumed to be incapable of giving consent.

If any of the following are present, consent cannot be given:

- Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent.
- Threats are words or actions that would compel a reasonable person to engage in sexual activity.
- Intimidation is an implied threat that may cause another to have reasonable fear for their safety.
- Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another.
- Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand “who, what, where when or how” of their sexual interaction). Sexual activity with someone who you should know to be, or based on the circumstances should reasonably have known to be, mentally or physically incapacitated constitutes a violation of this university policy. University policy covers a person whose incapacity results from mental disability, sleep, involuntary physical restraints, or form taking drugs or other substances.
- Silence or inaction does not constitute consent. Returning to an individual’s room, being physically aroused, removing clothing, stroking, assenting to dancing or cuddling, obtaining contraception, etc. do not constitute consent.

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest
Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Rape
The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. The consent must be a non-intoxicated, verbal (if ordinarily possible), mutually understood “Yes.”

Statutory Rape
Sexual intercourse with a person who is under the statutory age of consent.

Violence Against Women Act (VAWA) Crimes
The university prohibits sexual assault, sexual exploitation, intimate partner violence, dating violence, domestic violence, stalking, sexual or gender-based discrimination, complicity in relation to a prohibited behavior, and retaliation (collectively known in this policy as “prohibited conduct).” LU reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, LU issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a university official. All aforementioned forms of prohibited conduct will not be tolerated.
This policy affects all relationships within the university community to include:

- Faculty and staff conduct towards students.
- Student relationships with other students.
- Supervisor conduct towards employees.
- Student conduct toward faculty or staff.
- Conduct between members of different sexes.
- Conduct between members of the same sex; and
- Conduct towards a person outside of the university community (third parties).

This policy refers to prohibited conduct committed by or against students, employees or third parties when:

- The prohibited conduct occurs on university grounds or other property owned by the university.
- The prohibited conduct occurs in relation to university employment, educational program or activity including university sponsored study abroad, research, on-line, or internship programs.
- The prohibited conduct occurs outside of the university but has the potential to have adverse effects for students, employees or third parties while on university grounds or other property owned by the university.

Domestic Violence
Felony or misdemeanor crime of violence committed.

- By a current or former spouse or intimate partner of the victim.

- By a person with whom the victim shares a child in common.
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner.
- By a person similarly situated to the spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others.
- Suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- A reasonable person means a person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Harassment

Racial Harassment

Any verbal or physical conduct that shows hostility or aversion toward an individual because of their race, color, or ethnic origins or that of their relatives, friends, or associates. Furthermore, it has the purpose or effect of creating an intimidating, hostile, or offensive environment that impacts the university's housing, employment, academic, co-curricular, or extracurricular environment.

Examples of racial harassment include, but are not limited to, the following: name-calling, racial slurs or epithets, or "jokes" that demean or belittle a victim's color, culture, history, or speech patterns (accent).

Other examples of racial harassment include but are not limited to, the following: when a person's body, possessions, or dwelling place are threatened or violated.

Harassment based on Sexual Orientation

Any verbal, written or physical conduct directed at a person, or a group based on sexual orientation or perceived sexual orientation where the offensive behavior is intimidating, hostile, or demeaning or could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm.

Harassment based on Gender

Harassment based on an individual's gender, gender identity, gender expression or sexual orientation that (a) is sufficiently severe, persistent, or pervasive to limit a student's or employee's ability to benefit from an educational program; (b) explicitly or implicitly affects and individual's academic or work performance, or creates an intimidating, hostile, or offensive academic or work environment, or (c) submission to or rejection of such advances, requests or conduct either explicitly or implicitly is made a term or condition of employment or education.

Sexual Harassment

The University insists on an environment free from implicit and explicit coercive sexual behavior used to control, influence or adversely affect the well-being of any member of our community. Sexual harassment of any individual is inappropriate and unacceptable and will not be tolerated. Sexual harassment includes sexual advances, requests for sexual favors and other physical conduct of a sexual nature when:

- Submission to or rejection of such advances, requests or conduct either explicitly or implicitly is made a term or condition of employment or education.
- Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual.
- Conduct, which has the purpose or effect of creating an intimidating, hostile, humiliating or sexually offensive educational, employment or living environment.

Sexual harassment can be blatant, or it can be subtle. Blatant forms of sexual harassment include sexual propositions, inappropriate touching, unsolicited embracing or kissing, assault, or rape. Subtle forms of sexual harassment include inappropriate or obscene jokes, intimate language, (i.e. dear, sweetheart, darling) and leering. All forms of sexual harassment cause the victim to feel uncomfortable or threatened by the behavior and may cause the victim to fear retaliation such as the loss of a job or poor grades.

Sexual harassment often involves a power differential, and in such cases the appearance of mutual consent does not necessarily constitute a defense against the charge of sexual harassment. Conduct toward a peer, which creates a coercive situation, may also be grounds for a sexual harassment complaint, even if a power differential does not exist.

Sexual harassment involves a wide range of behavior, from certain kinds of emotional and verbal abuse to physical assault. A victim or offender may be either a man or woman.

- Unwelcome conduct that is of an implicitly or overtly sexual nature or is based on a person's actual or perceived sex, gender, sexual orientation, gender identity, or gender expression.
- Gender-based verbal or physical conduct that is sufficiently severe, persistent, or pervasive that it has the effect of unreasonably interfering with, denying, or limiting someone's ability to

participate in or benefit from the University's education programs, employment, and/or activities.

- Quid Pro Quo Harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by a person having power or authority over another; it constitutes sexual harassment when:
    - Submission to such sexual conduct is made either explicitly or implicitly a term or condition of education or employment (including rating or evaluating an individual's academic [or employment] progress, development, or performance; or
    - When submission to such conduct is made a condition for access to or receiving the benefits of any educational [or employment] program.

Any student with a sexual harassment concern or question, before filing a formal complaint, may contact the Vice President of Student Affairs office, LU Campus Safety Department, Residence Life staff member, or Title IX Staff for counsel and assistance. Any individual, student, or employee who believes that they may have experienced sexual harassment or who believes that they have observed sexual harassment taking place must report this information to one of the following officials:

- LU Campus Safety Department
- Department of Residence Life
- The Vice President of Student Affairs office
- The complainant's supervisor when the supervisor is not the accused.
- The Title IX Coordinator
- Any University official or Campus Security Authority
- Department of Human Resources

Reports/complaints received by any of these offices in which the accused is an employee must, in turn, be immediately reported to the Human Resources office. Reports/complaints received by any of these offices in which the accused is a student, in turn, must be immediately reported to the Vice President of Student Affairs and/or the Title IX Coordinator, who will process such complaints according to university policy and procedure. Reports/complaints in which the accused is neither a Lakeland employee nor a student shall be processed consistent with any other complaint by notifying one of the reporting officials above, or law enforcement.

Hostile Environment

The U.S. Department of Education and Justice defines "hostile environment" as an occurrence where a student is sexually harassed, and the harassing conduct is sufficiently serious to deny or limit the student's ability to participate in or benefit from the program. In determining whether this denial or limitation has occurred, Lakeland will examine all relevant circumstances from an objective and subjective perspective, including:

- The type of harassment (verbal or physical).
- The frequency and severity of the conduct.
- The age, gender, and relationship of the individuals involved.
- The setting and context of the alleged harassment.
- Whether similar incidents occurred at the university.
- And other relevant factors.

Reporting and Confidentiality

The university will make all reasonable attempts to protect the identity of persons who report having been victims of sexual assault, intimate partner violence, stalking, retaliation, sexual or gender-based harassment sexual exploitation.

However, reporting individuals should be aware of the university's confidentiality and mandating reporting obligation in order to make informed choices. Some "confidential reporting positions" such as the campus chaplain or campus counselor offer confidentiality without the obligation to inform anyone unless the complainant wants them to. Other university faculty and staff (including RA's) are considered "mandatory reporters" and must inform the Department of Campus Safety or Title IX team member who, in turn, must contact law enforcement for reporting purposes.

It is important to note the reporting party still maintains the choice of whether or not to file a criminal complaint with law enforcement or campus officials. If the reporting party decides not to pursue the case through the university's judicial system, the university may decide to pursue the case if they feel campus safety is a concern. Information regarding the case will only be told to individuals with a need to know.

Victims may request that directory information on file with the university be withheld and protected by making a request to the Vice President of Student Affairs or Title IX Coordinator.

Regardless of whether a victim has opted-out of allowing the university to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures.

By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Reporting Sexual Assault, Domestic Violence, Dating Violence and Stalking

If you feel you are or have been the victim of sexual assault, domestic violence, dating violence or stalking please do the following:

- Report the incident to a confidential reporter if you wish to have the incident remain confidential (see "confidential employees" above).
- Report the incident to a mandatory reporter (see "mandatory reporters" above).

- If applicable do not disturb any evidence; this includes bedding, clothing, e-mails, texts or anything that may assist in an investigation.
- If sexually assaulted, do not shower, wash yourself or go to the bathroom.
- If sexually assaulted, it is advised to get medical attention at Aurora hospital (SANE Exam).

A report is written documentation of sexual assault, domestic violence, dating violence, or stalking. It contains the name(s) of those involved, the date, time, and location of the alleged event, and a short, written summary of what is reported. When a student reports any VAWA crimes, the university will investigate by conducting a Title IX investigation.

Title IX Investigators will consult with the reporting party about their wishes regarding how the investigation should proceed; the university may investigate even if the complainant decides not to participate. There is no statute of limitations for university complaints, but potential complainants are advised that the university's ability to effectively investigate complaints can be impaired or negated as time passes.

All reports of VAWA crimes are kept in the office of the Title IX Coordinator and/or the Department of Campus Safety, for use in reports required by the Clery Act. Reported incidents will show up in campus crime statistics without identifying the person filing the report.

Reporting Your Assault to Lakeland University

If you have been the victim of domestic violence, dating violence, sexual misconduct, or stalking, you should report the incident promptly to the:

Department	Location	Phone Number
Director for Campus Safety Jason Hraban	W3745 North Dr. Brotz Hall Rm: 19	920-565-1000 ext. 2503 HrabanJM@lakeland.edu
Department for Campus Safety	W3745 North Dr. Brotz Hall Rm: 19	920-565-1126

By calling, writing or coming into the office to report in person to Campus Safety (if the victim so desires.) Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the reporting party chooses to pursue criminal charges.

Confidential Employees

Lakeland University provides trained counselors, chaplain and crisis advocates on campus who can legally keep a sexual assault, domestic/dating violence and stalking discussions confidential. This gives the reporting party complete control over their decisions to report. They will supply students with information regarding medical care and options.

Department	Location	Phone Number
Counseling Center **Alex Liosatos**	W3745 North Dr. Brotz Hall Rm: 25	920-565-1034 ext. 2388
Campus Counselor **Staci Haley**	W3745 North Dr. Brotz Hall Rm: 24	920-565-1034 ext. 2387
Campus Chaplain **Julie Mavity Maddalena**	W3744 South Dr. Ulrich Center Chaplain Office	920-565-1021 ext. 2114
Safe Harbor Crisis Advocate		920-452-7640 or 1-800-499-7640

*(Counselors are not required by law to file an official report if told about sexual misconduct/assault unless the individual is under the age of 18).

Mandatory Reporters

If the accused is a Lakeland University student, the following individuals will ensure a report is filed when they are made aware of an alleged incident involving any of the aforementioned Sexual Misconduct, VAWA, Harassment crimes:

- Lakeland University Campus Safety 920-565-1126
- Title IX Coordinator
- Department for Residence Life
- Any university employee including faculty and staff (mandatory reporter) who has the ability to address the incident.

The above listed people are required to file a report if told about sexual assault, Dating/Domestic Violence and or stalking. Although the university strongly encourages all members of its community to report violations of this policy to law enforcement including the department of campus safety, it is the victim's choice whether or not to make such a report. If so desired, students should report the assaults to the Department of Campus Safety at 920-565-1126.

The Department of Campus Safety can help a student report an assault to the sheriff's office. The Sheboygan County Sheriff's Office may also be reached directly by calling 920 459-3111, in person at 525 N 6th St, Sheboygan, WI 53081. Additional information about the Sheboygan County Sheriff's Office may be found online at: http://www.sheboygancounty.com/government/departments-r-z/sheriff-s-department.

Informing the Campus Safety Department does not obligate a student to pursue action through the police or the campus judicial process. Furthermore, victims have the right to decline to notify law enforcement. The information remains confidential until a victim chooses to pursue conduct or police action. Campus resources for supporting victims and survivors include the Health Center and the campus chaplain. If the victim is below the age of 21 and the consumption of alcohol by that minor was involved, the university will not pursue conduct action against the victim in relation to the alcohol consumption.

For more about Lakeland's Title IX Policy please visit: https://lakeland.edu/Inside-Lakeland/title-ix

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

After a sexual assault, dating violence or domestic violence has occurred get to a safe place. Call someone. Don't be alone. Seek immediate medical treatment for injuries and to preserve evidence. Aurora Sheboygan Memorial Medical Center in Sheboygan has specially trained staff specializing in assisting victims of sexual assault. The victim of an assault can receive treatment to injuries and preserve evidence at no cost to the victim, which means a claim does not need to be filed with your medical insurer.

Aurora Sheboygan Memorial Medical Center, in cooperation with Safe Harbor, offers safe and caring services to survivors of rape, incest, sexual abuse and sexual assault. Aurora Sheboygan Memorial Medical center staff will help victims and survivors soon after an assault or even weeks later. The Sexual Assault Response Team can be contacted at 920-451-5553. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

Victims of sexual assault, domestic violence, stalking and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to university adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with Campus Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the university at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

The university has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, protective orders, transportation and working accommodations, if reasonably available.

Title IX Investigation Flow Chart



UNIVERSITY
POLICIES

Abandoned Property

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: N/A
Points: N/A

Policy Statement

Property left unattended in common areas for more than 48 hours or left behind in a residential room following checkout from university housing will be considered abandoned and may be removed, disposed of, donated, or otherwise handled by the university in accordance with university procedures. Abandoned property left in common spaces may be brought to the Lost and Found in the campus safety office within 48 hours.

Definitions

Common Area: Any university-owned, leased, operated, or managed space intended for shared use by students, employees, or visitors. Common areas include, but are not limited to, lounges, lobbies, kitchens, bathrooms, laundry rooms, study rooms, computer labs, hallways, classrooms, meeting rooms, recreation areas, residence hall common spaces, building entrances, and other shared indoor or outdoor spaces.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Storing personal property in authorized locations
- Promptly retrieving misplaced property
- Removing personal belongings upon checkout or departure from university housing
- Temporarily placing personal property in a common area while actively using the space

Prohibited:

- Leaving personal belongings in hallways, lounges, kitchens, laundry rooms, study rooms, or other common areas for more than 48 hours
- Leaving personal property behind after checking out of university housing
- Storing personal property in unauthorized locations
- Failing to remove property after being directed to do so by university officials
- Using common areas or university facilities for unauthorized long-term storage

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Loss of belongings

Abandoned Vehicles

Last Reviewed Date: 4/2/2026
Last Revised Date: 4/2/2026
Conduct Tier: 1
Points: 0-1

Policy Statement

Lakeland University does not allow the storage of abandoned vehicles on campus property.

Definitions

Abandoned vehicle: A vehicle left unattended on campus property for an extended period without permission from Campus Safety, or one that appears deserted and not in use.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Parking a permitted, registered vehicle in a designated lot.
- Notifying Campus Safety if a vehicle becomes temporarily inoperable and arranging for prompt removal or repair.

Prohibited:

- Leaving a vehicle on campus that is dismantled or broken down.
- Parking a vehicle without a valid license plate.
- Using campus lots to store non-functioning vehicles.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Verbal Warning
- Vehicle Ticketed
- Vehicle Towed
- Loss of parking privileges

Aggravated Assault

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 3
Points: 6-12

Policy Statement

Aggravated assault or attempted aggravated assault is prohibited on university property and during any university-sponsored or university-related activity.

Definitions

Aggravated Assault: Any intentional act in which a person causes or attempts to cause serious physical harm to another person, creates a substantial risk of death, causes or attempts to cause serious permanent disfigurement, or results in long-term loss or impairment of a body part or bodily function. This includes behavior involving weapons or other actions that could reasonably result in serious injury, even if no injury ultimately occurs.

Weapon: Any object used with the intent to cause harm or capable of causing serious injury or death.

Interpretation and Examples

The following examples do not represent a comprehensive list.

- **Permitted:**
  - Participating in conflict resolution or mediation services.
  - Walking away from a confrontation or seeking help from Campus Safety.
- **Prohibited:**
  - Attacking another person with a weapon such as a knife, bat, or firearm.
  - Striking someone with the intent to cause serious bodily harm.
  - Attempting to injure someone using a method likely to result in death or permanent injury.
  - Threatening someone with a weapon in a way that causes fear of serious harm.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Housing Suspension
- Non-academic suspension
- Non-academic dismissal
- Trespassed

Alcoholic Beverages

Last Reviewed Date: 4/2/2026
Last Revised Date: 4/2/2026
Conduct Tier: 1-3
Points: 0-6

Policy Statement

Lakeland University prohibits the unlawful possession, use, production, distribution, or sale of alcoholic beverages on campus and university-sponsored trips or events. The use of alcoholic beverages by members of the Lakeland University community is always subject to the alcoholic beverage laws of the local jurisdiction.

Alcohol may only be consumed in designated areas and during approved events.

The following locations are **not** approved for the legal consumption of alcohol unless specifically approved by a proper University Official, or the alcohol is distributed by the university.

- Any non-residential building
    - Academic buildings (Verhulst center, Chase science center, Old Main Hall, Laun center)
    - Bradley Fine Arts Building
    - William A. Krueger Hall
    - Younger Family Campus Center
    - John Esch Library
    - Nash Center
    - Maintenance Buildings
    - Ley Chapel
- Athletic facilities (Wehr Center, Moose Gym, locker rooms, fitness center, Softball diamond, Baseball diamond, Taylor Field, Thom practice field, Esports arena)
- Any parking lots, except when designated as a tailgate area during athletic events.
- Cuddle Bugs Day Care

The following rules apply in all residential spaces:

- Alcoholic beverages (empty, sealed, or open containers) are permitted only in rooms where all occupants are 21 or older.
- Rooms where occupants are under 21 may not contain alcohol or alcohol containers (empty or full) at any time. Empty containers of alcohol may be considered evidence of prior consumption.
- Residents over 21 sharing a room with minors may consume alcohol, but only one open container per legal-age resident is allowed.
- Consumption of alcohol is allowed in common spaces within the apartment unit and Brotz pod lounges provided those consuming are 21 or older. Alcohol consumption in hallways, stairways, or laundry rooms is prohibited.
- Alcohol is not allowed in the common spaces in Grosshuesh, Muehlmeier, or Arthur M. Krueger Halls.
- Hoarding empty alcohol containers is prohibited; they must be discarded.
- Manufacturing alcoholic beverages (including beer brewing, wine making, or distilling liquor) in any residential space is strictly prohibited.
- Residents are responsible for ensuring compliance with all applicable laws and university regulations within their dwelling.

In addition, the university prohibits any activities, devices, or paraphernalia that promote rapid or excessive alcohol consumption, including but not limited to funnels, beer bongs, “shotgunning,” and common containers such as kegs, punch bowls, or mixed-alcohol setups (e.g., WOP/jungle juice). These devices will be confiscated.

Definitions

Local Jurisdiction: Any laws as defined by the country, state, or municipality. For example, Lakeland University’s main campus is subject to the laws as defined by the State of Wisconsin, Sheboygan County, and the Town of Herman.
Alcoholic Beverage: Any drink containing ethanol, including beer, wine, and spirits.
Alcohol Container: Any bottle, can, or vessel that currently contains alcohol or previously contained alcohol.
Legal Drinking Age: 21 years old, as defined by Wisconsin State Law.
The Pub: A designated on-campus venue where alcohol may be served and consumed by individuals of legal age.
Apartments: Residential units located in Gould Hall, Hill House, Kurtz House, and Morland House.
Common Spaces: Communal spaces within a residential hall, including lounges, lobbies, kitchens, bathrooms, laundry rooms, study rooms, computer labs, and hallways.
Open Container: Any bottle, can, cup, or other receptacle containing an alcoholic beverage that is open or has a broken seal.
Designated Area: A location approved by the university for the legal and responsible consumption of alcohol.
University-Approved Event: An event sanctioned by Lakeland University where alcohol is served by authorized personnel in accordance with university policy and local law.
Possession: Having physical custody or control of alcohol or alcohol containers.
Hoarding empty alcohol containers: Accumulating empty alcohol containers in a manner that creates clutter or violates cleanliness and safety standards.
Manufacturing: Producing or attempting to produce alcoholic beverages, including home brewing or distilling.
Rapid Consumption Devices: Any item designed to accelerate alcohol intake, including funnels, beer bongs, and similar apparatus.
Shotgunning: A method of consuming alcohol by puncturing a can and drinking quickly to increase the speed of intake.
Common Containers: Large-volume containers intended for shared consumption, such as kegs, punch bowls, or mixed-alcohol setups (e.g., WOP/jungle juice).

Interpretation and Examples

The following examples do not represent a comprehensive list.
Permitted:

- A 21-year-old student consuming alcohol in their residence hall room.
- Legal-age students drinking responsibly at The Pub.
- Consuming alcohol on an apartment balcony or apartment courtyard if the student is of legal drinking age.
- Drinking at a university-approved outdoor event where alcohol is distributed by a university employee.
- Disposing of empty alcohol containers promptly and properly.

Prohibited:

- Possessing or consuming alcohol if under 21 years old.
- Providing alcohol to individuals under 21 years old.
- Possessing alcohol in common areas or hallways of residence halls.
- Producing, manufacturing, or selling alcohol on campus.
- Walking around campus with an open container of alcohol.
- Drinking alcohol on sidewalks, streets, or other undesignated outdoor areas.
- Possessing or consuming alcohol at athletic events unless explicitly permitted by the university.
- Having alcohol or alcohol containers in a room where occupants are under 21 years old.
- Hoarding empty alcohol containers in residential spaces.
- Participating in drinking games or activities that encourage excessive alcohol consumption.
- Pressuring others to consume large quantities of alcohol.
- Engaging in behavior that endangers yourself or others due to excessive drinking.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of Alcohol
- Education Sanction
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Loss of Guest/Visitor Privileges
- Restrictions from Student Activities
- Restrictions from Student Organizations

Related Policies and References

- Wisconsin State Statutes on Alcohol
    - It is unlawful for any person:
        - Under the age of 21 years to have alcoholic beverages in their possession.
        - To sell, give, serve or permit alcoholic beverages to be served to a person under 21 years of age.
        - To misrepresent or misstate their age or that of any other person for the purpose of selling, giving, serving or delivering any alcoholic beverages to a person under 21 years of age.

On-Campus Alcohol/Drug Abuse Resources:

- Health Center 920-565-1043 ext. 1
- Counselors 920-565-1034 ext. 2388 & ext. 2387
- Campus Chaplin 920-565-1000 ext. 2114

Off-Campus Support Groups:

- AA – Alcoholics Anonymous
    - (920) 457-9633
    - 2908 North 21st Street | Sheboygan, WI 53083
    - http://www.aa.org/

- Sheboygan County Health and Human Services
  - (920) 459-3207
  - 1011 North 8th Street | Sheboygan, WI 53081
  - https://www.sheboygancounty.com/departments/departments-f-q/health-and-human-services/behavioral-health/mental-health-substance-abuse-treatment-center
- Samaritan's Hand, Inc
  - (920) 254-6922
  - 1714 N. 8th Street; Suite 4 | Sheboygan, WI 53081
  - https://www.SamaritansHand.org
- Lighthouse Recovery Community Center
  - (920) 226-3013
  - 1014 N. 6th Street | Sheboygan, WI 53081
  - https://LighthouseRecoveryCommunityCenter.org
- Rogers Behavioral Health
  - (833) 308-5887
  - 1108 S. Wildwood Ave | Sheboygan, WI 53081
  - https://rogersbh.org/substance-use-treatment/
- National Suicide, Crisis, and Substance Use Lifeline
  - Call or Text 988
  - https://988lifeline.org/chat

Animals

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 1-2

Policy Statement

Animals are prohibited on university property and within university housing except as expressly permitted by this policy.

The following animals are permitted:

- Fish maintained in an aquarium not exceeding five (5) gallons. Tanks must be clean and maintained.
- Service Animals as defined by applicable law(s) (e.g., Americans with Disabilities Act).
- Emotional Support Animals (ESAs) approved through the university accommodation process as a housing accommodation as defined by the Fair Housing Act.

Students who keep or handle an approved animal are responsible for the animal's care, supervision, behavior, health, and well-being at all times. Students are responsible for the proper waste disposal of their animal. Animals must have proper vaccinations if applicable. Abuse, neglect, mistreatment, or improper care of an animal is prohibited. Students are not to leave their animal on campus for extended periods of time while the owner is away.

The owner of the animal is responsible for any damage caused by the animal.

Definitions

Pet: Any animal kept for companionship, recreation, or personal enjoyment that is not a Service Animal or Emotional Support Animal.

Service Animal: A dog (or in some cases, a miniature horse) that is individually trained to perform specific tasks for the benefit of an individual with a disability.

Animal Abuse or Neglect: Any act or omission that causes harm, suffering, distress, injury, inadequate care, improper confinement, inadequate food or water, or unsafe living conditions for an animal.

Emotional Support Animal (ESA): An animal approved as a reasonable accommodation through the university's disability accommodation process that provides emotional support related to a documented disability.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted and Protected:

- A student with a visual impairment using a guide dog in classrooms and residence halls.
- A student with a psychiatric disability using a service dog trained to interrupt panic attacks.
- Bringing a service animal to dining areas, events, or recreational spaces.
- Keeping fish in an aquarium of five (5) gallons or less.
- Walking or exercising an approved Emotional Support Animal outdoors while under the owner's control.
- Providing appropriate food, water, shelter, veterinary care, and supervision to an approved animal.

Prohibited or Restricted:

- Bringing an animal that is not trained to perform a specific task
- Allowing an animal to behave aggressively, disruptively, or destructively.
- Failing to maintain control of the animal (e.g., not using a leash or harness when appropriate).
- Refusing to clean up after the animal or maintain its hygiene.
- Allowing an Emotional Support Animal to enter classrooms, academic buildings, dining facilities, athletic facilities, libraries, offices, or other non-residential university spaces.
- Allowing an approved animal to create a health, safety, sanitation, or property concern.
- Allowing an animal to roam freely or remain unattended.
- Failing to provide adequate food, water, shelter, sanitation, or veterinary care.
- Physically abusing, striking, injuring, tormenting, or neglecting an animal.
- Keeping an animal confined in a crate, cage, carrier, vehicle, room, or other enclosure in a manner that is unsafe, unhealthy, or inhumane.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Removal of animal (by the owner or by the university if not removed in a timely manner by the owner)
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Monetary Fine – Unauthorized Animal
- Restitution

Arson

Last Reviewed Date: 4/2/2026
Last Revised Date: 4/2/2026
Conduct Tier: 1-3
Points: 1-12

Policy Statement

Any willful or malicious burning or attempt to burn any property of another person or entity (including Lakeland University) is prohibited.

Definitions

Willful or Malicious Burning: The intentional or reckless act of setting fire to property, regardless of ownership or motive.

Attempt to Burn: Any action taken with the intent to ignite a fire, even if unsuccessful.

Property: Any item owned by an individual or entity, including vehicles, buildings, furniture, posters, paintings, door decorations, or belongings.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Use of controlled heat sources in supervised lab environments (with prior approval).
- Authorized fire safety training exercises conducted by Campus Safety or local fire departments.
- Lighting a fire in an approved fire pit on campus.

Prohibited:

- Setting fire to a classroom or university building.
- Attempting to ignite a vehicle on campus.
- Burning another person's belongings, even as a prank.
- Using fireworks or incendiary devices to cause damage.
- Burning or attempting to burn a poster on a bulletin board.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Educational Sanction
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal

Assault and Battery

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Assaulting, battering, or otherwise engaging in physical violence against another person is prohibited.

Definitions

Simple assault: an intentional act that makes another person reasonably fear imminent physical harm, even if no actual contact occurs

Battery: Intentional and harmful or offensive physical contact with another person without their consent that does not result in serious bodily injury.

Serious Bodily Injury: Physical harm involving a substantial risk of death, extreme physical pain, permanent disfigurement, or long-term loss or impairment of a body part, organ, or mental faculty.

Aggravated Assault: An intentional act that causes, attempts to cause, or creates a substantial risk of serious bodily injury to another person. This includes acts involving a weapon or other means capable of causing serious bodily injury, regardless of whether an injury occurs.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Non-violent conflict resolution
- Accidental contact that is not intended to cause harm
- Appropriate physical interaction that is consensual and non-harmful

Prohibited:

- Hitting, striking, pushing, or physically attacking another person
- Attempting to cause physical harm to another individual
- Engaging in physical altercations or fights
- Throwing objects at another person with the intent to cause harm
- Any unwanted physical contact intended to cause harm or fear

Sanctions

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal

Campus Lake, Pond, and Lagoon Safety Standards

Last Reviewed Date: 6/3/2026
Last Revised Date: 6/3/2026
Conduct Tier: 1
Points: 0-3

Policy Statement

Lakeland University prohibits the recreational use of campus lakes, ponds, and lagoons.

Definitions

Campus Lakes, Ponds, or Lagoons: Any body of water located on university-owned or controlled property.
Recreational use: Includes but is not limited to swimming, wading, boating, floating, fishing (including ice fishing), and walking or playing on frozen surfaces.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Observing wildlife or enjoying the view from a safe distance.

Prohibited:

- Swimming, wading, or using water floats in any campus lake or pond.
- Boating or launching any type of watercraft.
- Walking, skating, or playing on frozen ponds or lakes.
- Ice fishing or any activity that involves breaking the ice surface.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Restitution

Cleanliness and Environmental Health

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 1

Policy Statement

Students are responsible for maintaining university spaces in a clean, safe, and sanitary condition. Conditions that create health, safety, sanitation, pest, mold, mildew, or property damage concerns are prohibited.

Students are expected to:

- Properly dispose of garbage, recycling, food waste, and other refuse.
- Maintain living, learning, and shared spaces in a clean and sanitary condition.
- Promptly clean spills, leaks, and moisture accumulations.
- Remove standing water and visible moisture from surfaces.
- Store food properly to prevent spoilage, pests, mold, or odors.
- Keep areas free from conditions that may contribute to mold, mildew, pest infestation, or property damage.
- Avoid obstructing ventilation, exhaust fans, or other systems designed to control moisture or air quality.
- Report any malfunctioning ventilation, exhaust fans, or other systems designed to control moisture or air quality.
- Maintain a reasonable environment that does not negatively affect the health, safety, or welfare of others.

Definitions

Unsanitary Condition: Any condition that creates or may create a health, safety, cleanliness, pest, mold, mildew, or environmental concern.

Moisture Accumulation: The presence of water, condensation, dampness, or humidity that may contribute to mold, mildew, property damage, or unhealthy living conditions

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Regular cleaning of personal and shared spaces
- Prompt cleanup of spills and moisture
- Proper storage and disposal of food and waste

Prohibited:

- Allowing excessive garbage, recycling, food waste, or clutter to accumulate
- Maintaining rooms, apartments, offices, or shared spaces in an unsanitary condition
- Failing to address visible mold, mildew, standing water, or excessive moisture
- Leaving wet clothing, towels, bedding, or similar items in a manner that promotes mold, mildew, or odors
- Obstructing ventilation systems, exhaust fans, or airflow intended to prevent moisture accumulation

- Creating conditions that attract pests or create health and safety risks
- Ignoring directives from university officials to correct sanitation, cleanliness, or moisture-related concerns

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Behavioral Contract/Agreement
- Verbal Warning
- Written Warning
- Housing Probation
- Restitution

Community Kitchens

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 0-2

Policy Statement

Students are expected to use community kitchens in a safe, sanitary, and respectful manner.

Additionally:

- Students are expected to keep kitchens clean.
- Students must provide their own cooking equipment (pots, pans, utensils, etc.) and may not use property that is not theirs without permission.
- Students must remain in the kitchen while cooking. Students may not leave an oven, microwave, or other appliance, except a slow cooker (Crockpot), unattended while in use.
- Any dishes that are left for more than 48 hours without being cleaned may be disposed of by university employees to prevent mold and odors.
- Food placed in a community refrigerator or freezer is expected to be labeled with the name of the student and the date that it was placed in the refrigerator or freezer. Any food that is left in the refrigerator that has clear signs of spoilage, has been stored for more than 7 days, or is not labeled may be disposed of by university employees. Items placed in the freezer that have clear signs of spoilage or are not labeled may be disposed of by university employees.
- A student is not allowed to take food from the refrigerator or freezer that does not belong to them without consent.
- The university reserves the right to remove items posing a health or safety concern.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Preparing food in designated kitchen areas
- Storing properly labeled food in community refrigerators
- Using personal cookware, utensils, and cooking equipment
- Cleaning kitchen spaces and equipment after use

Prohibited:

- Leaving kitchens in an unsanitary condition
- Leaving dishes, cookware, utensils, or food waste unattended for extended periods
- Taking, using, or consuming another person's food or property without permission
- Leaving food in a community refrigerator without proper identification
- Creating health, safety, or sanitation concerns through improper food storage or disposal
- Damaging kitchen equipment, appliances, or university property
- Leaving cooking appliances unattended while in use
- Tampering with or removing another person's food labels

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Housing Reassignment
- Restitution

Complicity

Last Reviewed Date: 6/8/2026
Last Revised Date: 6/8/2026
Conduct Tier: Students may be held to the same tier as the underlying violation when found complicit.
Points: Students may be held to the same points as the underlying violation when found complicit.

Policy Statement

Any action(s) that furthers another person to engage in a policy violation is prohibited. This also includes encouraging, promoting, Aiding, Abetting, or allowing a policy violation to occur or failing to take reasonable steps to prevent or stop a violation when it is within one's capacity to do so.

Definitions

Aiding and Abetting: Including but not limited to facilitating, manipulating, coercing, assisting, hiring, encouraging, or promoting.

Complicity: Allowing a violation of university policy to occur, including failing to take reasonable steps to prevent or stop a violation when it is within one's capacity to do so.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Choosing not to participate in or support a policy violation
- Taking reasonable steps to prevent or stop a violation when safe to do so
- Reporting known or suspected violations to university staff

Prohibited:

- Encouraging or pressuring another person to violate university policy
- Providing materials, access, or resources used in a violation (e.g., alcohol, keys, ID, or space)
- Allowing a violation to occur in one's assigned room or space without taking reasonable steps to stop or report it
- Remaining present during a violation without taking steps to leave, intervene, or report when reasonable to do so
- Assisting another person in evading university policies or staff response

Sanctions

Students may be held to the same sanctions for the underlying violation when found complicit.

Conduct Probation

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 3
Points: 1-12

Policy Statement

Violating university policy while on conduct probation or failing to comply with the conditions of conduct probation is prohibited.

Definitions

Conduct Probation: A disciplinary status indicating that a student's behavior has been determined to be inconsistent with university expectations and that further violations may result in more severe sanctions.

Violation of Conduct Probation: The commission of a new policy violation or failure to comply with any condition, requirement, restriction, or expectation imposed as part of a conduct probation sanction.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Complying with all terms and conditions of conduct probation
- Completing assigned sanctions within established deadlines
- Meeting with university officials as required
- Remaining free of additional policy violations during the probationary period

Prohibited:

- Violating any university policy while on conduct probation
- Failing to complete assigned educational sanctions, meetings, or other probation requirements
- Violating restrictions imposed as part of a probationary sanction
- Providing false information regarding compliance with probation requirements
- Failing to comply with deadlines associated with probation conditions

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Continued Conduct Probation
- Housing Suspension
- Non-Academic Suspension
- Non-Academic Dismissal

Destruction, Damage, or Vandalism of Property

Last Reviewed Date: 6/16/2026
Last Revised Date: 6/16/2026
Conduct Tier: 1-3
Points: 1-12

Policy Statement

Intentionally or recklessly damaging, destroying, defacing, or tampering with property resulting in loss of value, function, or appearance without authorization or consent of the owner is prohibited.

Common spaces are the shared responsibility of the residents who use those spaces. When responsibility for damage, vandalism, or excessive cleaning cannot be attributed to a specific individual, the university may assess charges to the individuals or groups determined to be responsible for the area.

Any bedroom damage discovered not reported on the Room Condition Report will be considered damage to property and charged to the individual(s) assigned to the bedroom.

Definitions

Common Spaces: Communal spaces within a residential hall, including lounges, lobbies, kitchens, bathrooms, laundry rooms, study rooms, computer labs, and hallways.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using property only as intended and with appropriate permission
- Reporting accidental damage to university staff in a timely manner
- Normal wear and tear from appropriate use

Prohibited:

- Writing, marking, or drawing on surfaces (e.g., walls, doors, bathroom stalls, furniture, or library materials)
- Writing in a library book
- Breaking a window
- Slashing tires
- Removing an approved flyer posted by a student group, club, or organization.
- Altering university signage
- Carving names, symbols, or messages on a tree on university property
- Damaging or excessively soiling common areas
- Causing damage to a residence hall room, apartment, suite, or its furnishings
- Painting, staining, or otherwise modifying walls, ceilings, floors, doors, furniture, paneling, or other university property.
- Installing nails, screws, tacks, anchors, adhesives, or other materials that damage surfaces or cannot be removed without causing damage.
- Failing to report known damage or vandalism

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restrictions
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Monetary Fine
- Restitution

Discrimination

Last Reviewed Date: 6/16/2026
Last Revised Date: 6/16/2026
Conduct Tier: 2-3
Points: 2-12

Policy Statement

Discrimination based on a person's actual or perceived membership of a protected class is prohibited except where such distinction is allowed by law.

Definitions

Discrimination: Intentional or differential treatment of an individual that results in a hostile environment, adverse impact, exclusion, or denial of opportunities.

Protected Class: Race, color, religion, creed, national origin, sex (including gender identity or expression, sexual orientation, pregnancy status, etc.), age, disability, ancestry, family and marital status, military or veteran status, genetic information, or other classes protected by law.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Treating others equitably and with respect
- Federally defined social fraternity or sorority maintaining single gender membership practices

Prohibited:

- Denying membership to a student club or organization based on a protected class except where distinction is allowed by law.
- Treating a person unfavorably because of a protected class
- Excluding or disadvantaging a person or group because of a protected class
- Engaging in conduct that intentionally creates barriers for an individual based on a protected class

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Org
- Housing Suspension
- Non-Academic Suspension
- Non-Academic Dismissal

Disorderly Conduct

Last Reviewed Date: 6/16/2026
Last Revised Date: 6/16/2026
Conduct Tier: 1-3
Points: 1-12

1Policy Statement

Engaging in conduct that disrupts or obstructs the peace, safety, or normal operations of the university is prohibited.

Definitions

Disruption: Conduct that unreasonably interferes with teaching, learning, events, meetings, or other university activities, or the ability of others to participate in them.

Obstruction: Conduct that blocks, restricts, or delays access to university facilities, property, services, or activities, or interferes with the ability of others to move freely or carry out university functions.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Engaging in lawful and respectful behavior that does not disrupt others
- Participating in university activities in a manner consistent with university expectations
- Expressing disagreement in a civil and non-disruptive way

Prohibited:

- Fighting, physical altercations, or threatening behavior
- Disruptive or unreasonably loud behavior that interferes with others or university operations
- Obscene, indecent, or lewd behavior in public or shared spaces
- Public urination
- Unlawful restraint, detention, or interference with another person's freedom of movement
- Interrupting or interfering with teaching, classroom instruction, or academic activities
- Preventing a speaker or presenter from being heard or continuing an event
- Behavior that creates or contributes to unsafe, hostile, or chaotic environments
- Restricting or preventing others from participating in authorized university activities
- Blocking entrances, exits, hallways, roadways, or access points

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal
- Trespassed

Doors

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-3

Policy Statement

Propping open, disabling, obstructing, or otherwise preventing the proper operation of any secured door is prohibited.

Definitions

Secured Door: Any entryway designed to resist forced entry, unauthorized access, and environmental threats.

Propped Door: Any door intentionally held open, prevented from latching, or otherwise manipulated so that it cannot properly secure.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Temporary use of doors as directed by authorized university personnel
- Use of doors in accordance with their intended purpose

Prohibited:

- Propping open an exterior or secured door
- Preventing a door from latching or locking
- Placing objects in a doorway to keep it open
- Manipulating a door, lock, latch, or door jamb to prevent proper operation
- Allowing unauthorized individuals access through a secured entrance

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Monetary Fine – Propping of Doors/Manipulating Door Jamb

Drugs and Controlled Substances

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-3
Points: 1-12

Policy Statement

The unlawful possession, use, manufacture, distribution, sale, purchase, cultivation, transportation, or importation of controlled substances or drug paraphernalia is prohibited.

Definitions

Controlled Substance: Any drug, substance, or chemical whose possession or use is regulated by law, including narcotics, stimulants, depressants, hallucinogens, cannabis, and prescription medications used without a valid prescription or contrary to prescribed directions.

Drug Paraphernalia: Equipment, products, or materials used or intended for use in producing, preparing, storing, consuming, concealing, or distributing controlled substances.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Possessing and using prescription medication as directed by a licensed medical provider.
- Possessing over-the-counter medication used as directed.
- Participating in drug education or recovery programs.
- Reporting suspected drug activity to Campus Safety or local authorities.

Prohibited:

- Possessing illegal drugs or controlled substances without a prescription.
- Using, manufacturing, or distributing controlled substances.
- Possessing drug paraphernalia such as pipes, bongs, or syringes intended for illegal use.
- Cultivating or growing marijuana or other controlled substances on campus property.
- Being under the influence of an illegal drug in a manner that endangers oneself, others, or university operations.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Conduct Probation
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Housing Reassignment
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal
- Trespassed

False Reporting

Last Reviewed Date: 6/24/2026
Last Revised Date: 6/24/2026
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Making, causing, or circulating a false report or warning of an emergency, threat of emergency, crime, or another significant incident that could cause panic, disruption, unnecessary response, or unnecessary use of university resources is prohibited.

Definitions

University Resources: all physical, human, financial, and technical assets of the university. This includes the time an employee investigates the report.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Reporting emergencies or concerns in good faith
- Providing information believed to be accurate at the time
- Assisting emergency responders or university officials

Prohibited:

- Initiating or communicating a false report
- Knowingly spreading false information about a threat or dangerous situation

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restriction from Student Activities
- Restriction from Student Organizations
- Housing Reassignment

Falsification of Records

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-3
Points: 1-6

Policy Statement

Falsifying records is prohibited.

Definitions

Falsifying Records: Altering, forging, fabricating, omitting, or knowingly using false or misleading information, or providing false statements to university officials.

Records: Documents, records, university documents, official communications, or statements made to university officials.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Providing accurate and truthful information to university officials
- Correcting unintentional errors in a timely and honest manner
- Using university documents and identification as issued and intended

Prohibited:

- Altering, forging, or tampering with university records
- Providing false statements, whether written or oral, to university officials
- Using or possessing falsified documents or records
- Providing false information during a university investigation or disciplinary proceeding

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of false record
- Education Sanction
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Technology Access Restriction
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal

Fire Safety

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-2
Points: 1-6

Policy Statement

Compliance with fire safety requirements and emergency evacuation procedures is required. Actions that create a fire hazard; interfere, disable, or tamper with fire safety equipment; or endanger the safety of others are prohibited.

If a fire results from negligence or a policy violation, the responsible party may be held financially responsible for property damage, personal loss, and related costs.

All students are required to report any fire occurring on university property to Campus Safety, even if the fire has already been extinguished, except for fires occurring in authorized fire pits or fire rings.

The following actions are also prohibited:

- Obstructing exits. This includes blocking the egress windows with beds, furniture, posters, or anything else.
- Obstructing hallways and exit paths. This includes placing items in hallways outside of bedrooms.
- Blocking fire extinguishers and electrical panels. Fire Extinguishers and Electrical panels must be cleared at least three feet in all directions.
- Tampering with, blocking, or covering fire sprinkler systems and smoke detectors
- Possession of anything like fireworks, explosives, or chemical explosives is prohibited on any property owned or operated by the university or off-campus University-sponsored events without prior university authorization.

Students are prohibited from having the following items in residential spaces:

- Incense and candles.
- Any gasoline-powered machines.
- The ignition or detonation of anything which could cause damage to persons or property or disruption by fire, smoke, explosion, noxious odors, stain, corrosion, or similar means is prohibited.
- Gas, propane, or other combustible or flammable materials.

Definitions

Emergency Evacuation: The immediate and orderly exit from a building or area when directed by a fire alarm, university official, emergency responder, or other authorized personnel.

Fire Safety Equipment: Fire alarms, smoke detectors, fire extinguishers, sprinkler systems, pull stations, emergency exits, exit signs, and other devices or systems designed to detect, prevent, or respond to fire or other emergencies.

Fire Hazard: Any condition, behavior, material, or device that increases the risk of fire, explosion, smoke damage, or injury to persons or property.

False Fire Alarm: Knowingly activating or causing the activation of a fire alarm or other emergency notification system without a legitimate emergency.

4. Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Evacuating immediately when a fire alarm sounds
- Reporting fire hazards or malfunctioning safety equipment
- Participating in required fire drills and evacuation procedures

Prohibited:

- Remaining in a residence hall room, apartment, classroom, office, or other building after a fire alarm has been activated.
- Pulling a fire alarm as a joke, prank, or without a legitimate emergency.
- Covering a smoke detector with a bag, towel, tape, or other object.
- Hanging decorations, clothing, flags, or other items from sprinkler heads, pipes, or fire safety equipment.
- Using a fire extinguisher for any purpose other than responding to an actual emergency.
- Refusing to move aside for emergency responders during an evacuation or emergency response.
- Storing gasoline, propane cylinders, fireworks, lighter fluid, fuel-powered equipment, or similar materials in university buildings.
- Blocking a hallway, stairwell, doorway, emergency exit, electrical panel, or fire extinguisher with furniture, bicycles, boxes, or personal belongings.
- Disabling, removing, or tampering with a smoke detector battery or other fire safety device.
- Igniting fireworks, smoke bombs, firecrackers, explosives, or similar devices on university property without authorization.
- Failing to report a fire, smoke condition, activated fire safety device, or known fire hazard to university officials or emergency personnel.
- Having a candle in your residence hall room.
- Preventing a fire-rated or secured door from properly closing and latching.

Sanctions

- Violations of this policy may result in disciplinary action, including but not limited to:
- Confiscation of prohibited items (candle, fireworks, etc.)
- Monetary Sanction – Fire Safety Fine
- Monetary Fine – Propping of Doors/Manipulating Door Jamb
- Restitution
- Housing Probation
- Housing Suspension

Related Policies and References

Residential Evacuation Locations

In the event of an emergency that required evacuation occurring in an on-campus residence hall, students/employees/visitors would report to one of the two listed gathering points:

Building	Primary Gathering Point	Flames/Smoke Present
A.M. Krueger Hall	Parking Lot J	Prof Drive Courtyard
Brotz Hall	Front of Hall 100 ft away from building	Old Main Courtyard
Grosshuesch Hall	Front quad lawn 100 ft away from building	Campus Center lawn
Hill Apartments	Parking Lot A	Day Care Parking Lot
Kurtz Apartments	Parking Lot B	Day Care Parking Lot
Morland Apart.	Parking Lot B	Day Care Parking Lot
Muehlmeier Hall	Front quad lawn 100 ft away from building	Campus Center Lawn
Gould Hall	Parking Lot A	Day Care Parking Lot
President's House	Parking Lot C	Campus Center Courtyard

Freedom of Expression and Demonstrations

Last Reviewed Date: 8/24/2026
Last Revised Date: 8/24/2026
Conduct Tier: 1-3
Points: 1-6

Policy Statement

Students may express differing viewpoints and engage in discussion, advocacy, demonstrations, protests, petitions, and other forms of expression. In doing so, students are expected to respect:

- Faculty, staff, students, and visitors.
- University, public, and private property.
- The rights and freedoms of others.
- The orderly operation of the university.
- The educational mission and values of Lakeland University.

The right to free expression does not include behavior that disrupts university operations, interferes with the rights of others, threatens safety, damages property, or violates university policy.

Demonstrations and counter demonstrations may only occur on university property with prior approval from the Campus Safety department.

Definitions

Demonstration: Any organized activity intended to express a viewpoint, raise awareness, advocate for a cause, gather signatures, distribute information, protest, commemorate an event, or otherwise engage in public expression.

Counter-Demonstration: A demonstration conducted in response to another demonstration.

University Property: Any building, facility, outdoor space, athletic venue, roadway, parking area, residence hall, or other property owned, leased, or controlled by Lakeland University.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted

- Peacefully expressing opinions and viewpoints.
- Participating in approved demonstrations or assemblies.
- Gathering signatures for a petition.
- Distributing informational materials in approved locations.
- Participating in respectful discussion, debate, or advocacy.

Prohibited

- Participating in an unapproved demonstration on university property.
- Preventing or disrupting classes, meetings, ceremonies, performances, athletic events, or university operations.
- Blocking entrances, exits, hallways, sidewalks, roadways, or building access.
- Destroying, damaging, defacing, or vandalizing property.
- Threatening bodily or mental harm.
- Harassing, intimidating, or engaging in violent behavior.

- Refusing to comply with reasonable directions from university officials, Campus Safety personnel, or law enforcement.
- Involving non-active members of the Lakeland University community in demonstrations occurring on university property.
- Creating safety hazards or interfering with the rights of others to access university programs, services, or facilities.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal

Gambling

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 0-4

Policy Statement

Gambling in violation of local, state, or federal law is prohibited.

Scope

This policy applies to all Lakeland University students.

Definitions

Gambling: Risking money or other valuables on an event with an uncertain outcome with the intent of winning additional money or valuables.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Activities that do not involve wagering money or valuables
- Gambling conducted off campus and in compliance with applicable laws at legal establishments
- University-approved events that comply with legal and institutional requirements
- Hosting a private poker game in your own residence with no house rake or fee taken from the buy-in

Prohibited:

- Participating in gambling activities that violate the law
- Operating or participating in unapproved betting pools, games of chance, or wagering activities involving money or valuables

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of gambling equipment
- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations

Grether Natural Laboratory (The Woods)

Last Reviewed Date: 4/2/2026
Last Revised Date: 4/2/2026
Conduct Tier: 1-3
Points: 1-6

Policy Statement

Grether Natural Woods is for all Lakeland University students to enjoy. Motorized vehicles of any type are prohibited. People with mobility limitations are allowed to use personal mobility devices. Lakeland community members are required to respect this space. Littering, campfires, and fire pits are strictly prohibited. Any usage between 10:00 PM and 6:00 AM must notify the Campus Safety office before use.

Definitions

Motorized Vehicles: Any vehicle powered by electricity or fuel, including but not limited to scooters, unicycles, hoverboards, cars, golfcarts, ATVs, UTVs, and motorcycles.

Personal Mobility Devices: Devices used by individuals with mobility limitations, such as electric wheelchairs or mobility scooters.

Campfires: Open fires built directly on the ground or in a fire ring for warmth, cooking, or recreational purposes.

Fire Pits: Man-made or portable structures designed to contain open flames.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Walking, hiking, or observing wildlife.
- Using personal mobility devices for accessibility.
- Camping overnight with prior notification to Campus Safety.

Prohibited:

- Operating any motorized vehicle within the woods (e.g., riding an ATV or electric scooter).
- Littering or leaving trash behind.
- Starting campfires or making fire pits.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Conduct Probation
- Restitution
- Space/Location Restriction
- Non-Academic Suspension
- Non-Academic Dismissal

Harassment

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 1-6

Policy Statement

Harassment directed toward an individual or group is prohibited.

This policy applies regardless of whether the conduct occurs in person, electronically, through social media, or by other means of communication.

Definitions

Harassment: Verbal, written, electronic, visual, or physical conduct directed at an individual or group that is sufficiently severe, persistent, or pervasive that it creates an intimidating, hostile, demeaning, or offensive environment or unreasonably interferes with a person's participation in university life.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Respectful expression of opinions, even where disagreement exists
- Civil discussion or debate that does not target or demean others based on a protected characteristic
- Reasonable academic discussion conducted in an appropriate manner

Prohibited:

- Using slurs, epithets, or derogatory remarks directed at an individual or group
- Repeated conduct that humiliates, demeans, intimidates, or degrades another person
- Threats, stalking, intimidation, or acts of hostility directed at a person
- Written, verbal, electronic, or physical conduct that creates a hostile or offensive university environment for another person or group
- Damaging, threatening, or violating a person's body, possessions, room, or living space

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restriction from Student Activities
- Restriction from Student Organizations
- Housing Reassignment
- Housing Suspension

Hate Crimes

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 3
Points: 1-12

Policy Statement

Criminal offenses that manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Categories of bias include race, religion, sexual orientation, gender, gender identity, disability, ethnicity, disability, and national origin. A hate crime includes any criminal offence as defined by the Clery Act, including Murder/Non-Negligent Manslaughter, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson. Additional criminal offences include Larceny/Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property.

Definitions

Bias: A preformed negative opinion or attitude toward a group of persons based on race, religion, sexual orientation, gender, gender identity, disability, ethnicity, or national origin.

Race: A social construct used to categorize people based on physical characteristics such as skin color, often associated with systemic advantages or disadvantages.

Religion: A set of spiritual beliefs, practices, and moral codes that may be shared by a community or followed individually.

Sexual Orientation: A person's emotional, romantic, or sexual attraction to others, including but not limited to heterosexual, homosexual, bisexual, and asexual orientations.

Gender: The socially constructed roles, behaviors, and attributes that a society considers appropriate for men, women, and other gender identities.

Gender Identity: An individual's internal sense of their own gender, which may or may not align with the sex assigned at birth.

Disability: A physical or mental impairment that substantially limits one or more major life activities, or a history or perception of such an impairment.

Ethnicity: A social construct that categorizes people based on shared cultural traits such as language, ancestry, traditions, and national or regional origin.

National Origin: The country or geographic area where a person was born or from which their ancestors originate.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Engaging in respectful dialogue and cultural exchange.
- Participating in diversity, equity, and inclusion programs.
- Reporting incidents of bias or discrimination to Campus Safety or university officials.

Prohibited:

- Vandalizing property with hate symbols or slurs.
- Physically attacking someone because of their race, religion, or identity.
- Threatening individuals based on perceived group membership.

- Using aggressive gestures or body language to instill fear based on perceived group membership.
- Cornering or following someone in a way that causes them to feel unsafe.
- Committing theft or damage with the intent to target a specific identity group.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Non-Academic Suspension
- Non-Academic Dismissal

Hazing

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-3
Points: 1-12

Policy Statement

Hazing is prohibited.

Definitions

Hazing:

Any intentional, knowing, or reckless act committed by a person (individually or with others) against another person or persons, regardless of their willingness to participate, that:

1. Occurs during:
    a. Initiation into,
    b. Affiliation with, or
    c. Maintenance of membership in a student organization (e.g., club, athletic team, fraternity, sorority).
2. Causes or creates a risk—beyond what is reasonably expected in normal participation—of physical or psychological injury, including:
    a. Physical abuse: whipping, beating, striking, electric shocking, placing harmful substances on the body.
    b. Forced endurance: sleep deprivation, exposure to elements, confinement, extreme exercise.
    c. Coerced consumption: food, alcohol, drugs, or other substances.
    d. Sexual coercion: inducing another to perform sexual acts.
    e. Threats or intimidation: causing fear of bodily harm through words or conduct.

Forced Activity: Any activity that is a condition of initiation or admission into or affiliation with an organization, regardless of a student's willingness to participate

Organization or group: Any group (recognized by the university or not) operating in connection with Lakeland University, including student organizations, athletic teams, and other student groups.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Team-building activities that are inclusive, respectful, and voluntary.
- Orientation events that promote community and do not involve coercion or harm.
- Group traditions that celebrate identity and belonging without degrading others.
- Reporting concerning behavior to Campus Safety or other university officials.

Prohibited:

- Physical brutality such as whipping, beating, or branding.
- Forced consumption of food, alcohol, drugs, or other substances.
- Forced confinement or isolation.
- Activities that humiliate, degrade, or intimidate individuals.
- Any act that endangers the physical or emotional well-being of a student.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal

Homicide

Last Reviewed Date: 4/2/2026
Last Revised Date: 4/2/2026
Conduct Tier: 3
Points: 6-12

Policy Statement

The killing of another person or the attempt to kill another person is prohibited. This includes homicide by gross negligence, negligent manslaughter, nonnegligent manslaughter, and murder.

All homicides or attempted homicides are referred to the Sheriff's office or local law enforcement.

Definitions

Gross Negligence: A severe lack of care or reckless disregard for the safety of others, going beyond ordinary negligence.
Killing: The act of causing the death of another person, whether intentional or unintentional.
Negligent Manslaughter: A death resulting from actions that a reasonable person would recognize as creating a substantial risk of serious harm or death.
Murder: The willful (nonnegligent) killing of one human being by another.
Willful Killing: An intentional act to cause the death of another person.
Nonnegligent: Not resulting from recklessness or carelessness, but from deliberate action.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Following safety protocols in labs, workshops, and during campus events.
- Reporting hazardous conditions or unsafe behavior to Campus Safety.
- Using vehicles, machinery, and equipment only as instructed and within designated areas.
- Participation in conflict resolution, mediation, or counseling services to prevent escalation.
- Seeking help from Campus Safety or law enforcement when feeling threatened or are aware of threats to others.

Prohibited:

- Intentionally causing the death of another person. This may include poisoning, violence, or other direct means.
- Using a weapon or other means to deliberately kill someone.
- Planning, conspiring, or attempting to commit a homicide.
- Directing, influencing, or coercing another person to carry out a killing.
- Aiding or abetting (e.g., supplying weapons, access, or information) in the willful killing of another individual.
- Operating a vehicle, golf cart, utility vehicle, or machinery on campus while impaired, distracted, or recklessly, resulting in death.
- Failing to follow safety procedures (e.g., disabling safety guards, ignoring required PPE), resulting in a fatal accident.
- Ignoring known hazards or warnings that result in a fatal incident. This may include not reporting gas smells, malfunctioning equipment, or dangerous structural issues

- Providing substances (e.g., alcohol, drugs, or hazardous substances) or engaging in behavior that leads to another person's death due to lack of care.
- Engaging in dangerous horseplay (e.g., pushing someone near a ledge, mishandling heavy equipment) that leads to a fatal incident.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Housing Suspension
- Non-academic suspension
- Non-academic dismissal
- Trespassed

Hunting

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 2
Points: 1-3

Policy Statement

Hunting of any kind and the assembly of hunting blinds within the woods are strictly prohibited without university approval.

Definitions

Hunting: Baiting, trapping, capturing, killing, attempting to kill, or otherwise attempting to take wildlife through the use of weapons, traps, or other devices.

Hunting Blinds: Structures or shelters used to conceal individuals while hunting.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Observing, photographing, or studying wildlife in a lawful and non-disruptive manner
- Contacting Campus Safety about wildlife that is a nuisance, disruptive, or destructive.

Prohibited:

- Hunting on campus or university-owned property
- Constructing or using hunting blinds, tree stands, bait stations, or similar hunting devices on university property
- Discharging or using firearms, bows, crossbows, knives, or other weapons for hunting purposes on university property

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Verbal Warning
- Written Warning
- Space/Location Restriction

Identification Cards

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 0-4

Policy Statement

Lakeland University prohibits the misuse of university-issued identification. This includes transferring, lending, borrowing, altering, or unauthorized creation of any form of university ID. Students are expected to always carry their identification card with them and are required to present the identification card when asked to do so by a university official.

Definitions

Identification: Any official document or credential issued by Lakeland University, including student IDs, virtual student IDs (including barcodes and QR codes), parking permits, and key access cards.
Unauthorized Creation: Producing or replicating university identification without approval.
Altering: Modifying identification in any way that misrepresents identity or access rights.
Transferring/Lending/Borrowing: Sharing or using another person's ID for any purpose, including access to facilities or services.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using your own university-issued ID for access and identification.
- Replacing lost or damaged IDs through official university channels.
- Reporting misuse or loss of identification to Campus Safety or Student Life.

Prohibited:

- Lending your ID to another person to gain access to buildings or services.
- Sending your QR code used to pay for meals to another person.
- Using someone else's ID to impersonate or gain unauthorized access.
- Altering or tampering with ID cards or permits.
- Creating fake IDs or credentials that resemble university-issued identification.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of fake ID
- Community Service
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Restitution

Indecent Exposure

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Exposing one's genitals, buttocks, breasts, or other intimate body parts in a manner that is lewd, offensive, sexual in nature, or likely to cause alarm, embarrassment, or discomfort to others is prohibited.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Changing clothes in designated private areas
- Breastfeeding or expressing breast milk in accordance with applicable law
- Activities occurring within private living spaces where all individuals present have consented

Prohibited:

- Exposing one's genitals, buttocks, or breasts in a public or shared space
- Streaking or public nudity
- Exposing intimate body parts through windows, doorways, or other areas visible to others
- Intentionally displaying intimate body parts to alarm, harass, shock, or offend another person

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Housing Reassignment
- Housing Suspension
- Non-Academic Suspension
- Non-Academic Dismissal

Indoor Recreation

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-1

Policy Statement

Recreational activities designed for outdoor use are prohibited inside university buildings except in designated recreational spaces approved for such activities.

Definitions

Recreational activities: Any activity engaged in for enjoyment, leisure, exercise, entertainment, amusement, or personal enjoyment. Recreational activities include, but are not limited to, sports, games, skateboarding, longboarding, rollerblading, rollerskating, bicycling, scootering, hoverboarding, use of personal transportation devices, throwing objects, and other activities that could create a safety concern when conducted indoors.

Designated Recreational Space: A university-approved area specifically intended for athletic, recreational, or fitness activities, including the gymnasium, field house, fitness center, and other designated facilities.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Participating in recreational activities within designated recreational spaces
- Using athletic equipment in accordance with facility rules

Prohibited:

- Playing football, basketball, soccer, baseball, softball, hockey, lacrosse, volleyball, catch, or similar activities in hallways, lounges, classrooms, residence halls, lobbies, or other non-designated indoor spaces
- Rollerblading, skating, skateboarding, scootering, biking, or similar activities inside university buildings
- Creating safety hazards or causing damage through recreational activity
- Using recreational equipment in a manner inconsistent with its intended purpose

5. Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Recreation Equipment confiscated
- Education Sanction
- Community Service
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restitution

Intimidation

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 1-4

Policy Statement

Intimidation is prohibited.

Definitions

Intimidation: Conduct (including verbal, written, electronic, or physical behavior) without displaying a weapon that would cause a reasonable person to fear bodily harm, retaliation, or significant adverse consequences, even if no physical harm occurs.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Expressing disagreement or concern in a respectful and non-threatening manner
- Participating in conflict resolution or disciplinary processes appropriately

Prohibited:

- Threatening or coercive behavior intended to cause fear of harm or retaliation
- Using words, actions, or gestures to intimidate another person
- Repeated or escalating behavior that causes a person to reasonably fear for their safety or well-being
- Attempting to control or influence another person's behavior through fear
- Implicit or explicit threats of harm, damage, or negative consequences

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment

Invasion of Privacy

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-3
Points: 1-6

Policy Statement

Violating the privacy of another person through observation, recording, photography, video, audio, transmission, monitoring, or other means without authorization or consent in a location that has a reasonable expectation of privacy is prohibited.

Definitions

Invasion of Privacy: Observing, photographing, recording, transmitting, monitoring, sharing, or distributing information, images, video, or audio of another person without their knowledge or consent in circumstances where that person has a reasonable expectation of privacy.

Reasonable Expectation of Privacy: Circumstances in which a person would reasonably expect not to be observed, photographed, recorded, monitored, or have personal information disclosed. These locations include but are not limited to: residence hall rooms, restrooms, locker rooms, showers, changing areas, or other private spaces.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Taking photographs or videos in public settings or outdoors where no reasonable expectation of privacy exists
- Recording or sharing content with the consent of all individuals involved

Prohibited:

- Photographing, recording, livestreaming, or transmitting images or audio of another person without consent in a residence hall room, restroom, locker room, shower, changing area, or other private space
- Secretly recording conversations where privacy is reasonably expected
- Sharing or distributing private images, videos, or recordings without consent
- Using electronic devices to spy on, monitor, or surveil another person without authorization
- Capturing or transmitting images of an individual in a state of undress or in other private circumstances without consent

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Housing Reassignment
- Housing Suspension

Laundry Facilities

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 0-2

Policy Statement

Students are expected to use laundry facilities in a safe, respectful, and responsible manner. Only students who are trained and authorized are permitted to use the laundry facilities located in the Wehr Center.

Additionally:

- Students are expected to remove laundry from washers and dryers promptly to allow others access to the facilities.
- Students are responsible for providing their own detergent and laundry supplies.
- Laundry machines must be used in accordance with posted instructions and manufacturer recommendations. (Ex. Laundry machines in residence halls are designed to hold up to 15 pounds.)
- The lint trap must be cleaned after each use of a dryer.
- Only residents are permitted to use university laundry facilities. Guests and visitors (including commuter students) may not use university laundry equipment in residence halls.
- Students may be held financially responsible for damage caused by misuse, negligence, or overloading of laundry equipment.
- The university is not responsible for lost, stolen, damaged, or unattended personal property left in laundry facilities.
- Clothing unattended for more than 48 hours may be disposed of by university employees.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using laundry facilities for personal laundry
- Removing laundry promptly after a cycle is complete
- Reporting damaged or malfunctioning equipment
- Cleaning the lint trap after using a dryer

Prohibited:

- Overloading or misusing laundry equipment
- Damaging laundry facilities through improper use or negligence
- Leaving laundry unattended for extended periods after a cycle is complete
- Using another person's detergent, laundry supplies, or belongings without permission
- Using laundry facilities for commercial purposes or for non-residents
- Allowing guests or visitors to use university laundry facilities
- Tampering with laundry equipment or payment systems

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Housing Reassignment
- Restitution

Littering

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-3

Policy Statement

Students are expected to properly dispose of waste and maintain university property in a clean and sanitary condition. Littering is prohibited.

Definitions

Littering: The improper disposal, abandonment, deposit, discarding, or accumulation of trash, recyclables, food waste, cigarette butts, containers, or other materials on university property or in areas not designated for disposal.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Placing trash, recycling, and waste materials in designated receptacles
- Properly disposing of cigarette butts and smoking materials in designated containers
- Participating in approved cleanup or waste collection activities
- Disposing of personal garbage in dumpster outside.

Prohibited:

- Leaving trash, food containers, beverage containers, packaging, or other waste on university grounds
- Throwing items from vehicles, windows, balconies, or elevated areas
- Depositing garbage in areas not intended for waste disposal
- Leaving excessive garbage in common spaces. Including disposing of garbage bag from residence hall room in the kitchen or lounge garbage can.
- Leaving cigarette butts, vape cartridges, chewing tobacco, or smoking materials on the ground
- Abandoning personal property, furniture, or other items outdoors rather than disposing of them properly
- Intentionally scattering, dumping, or distributing waste materials on university property

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Restitution

Misuse or Abuse of Computers or Electronic Devices

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-3
Points: 1-12

Policy Statement

Lakeland University prohibits the unauthorized access, misuse, abuse, disruption, or interference with any university-owned, leased, managed, or connected computer, electronic device, information system, network, cloud service, application, account, or data resource. This policy also applies when these accounts, applications, data, and services are accessed remotely.

Definitions

Unauthorized Access: Gaining entry into files, systems, or networks without permission. This includes using another person's credentials.

Electronic Devices: Includes computers, laptops, tablets, smartphones, gaming systems, printers, smart devices, removable storage devices, and other digital technologies.

Electronic Misuse: The use of electronic devices, technology, networks, online services, social media, digital communications, or other electronic resources in a manner that violates university policy, interferes with the rights of others, disrupts university operations, facilitates illegal activity, or causes harm to individuals or the university community.

Obscene or Abusive Messages: Communications that are vulgar, threatening, or harassing in nature and/or violate applicable laws or regulations.

Credentials: Usernames, passwords, multifactor authentication methods, tokens, or other access mechanisms assigned to an individual.

Malicious Software: Viruses, ransomware, spyware, keyloggers, or other software intended to disrupt, damage, or gain unauthorized access to systems or data.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using university computing resources for academic and professional purposes.
- Protecting passwords and multifactor authentication methods.
- Respecting privacy and intellectual property rights.
- Promptly reporting suspected security incidents, phishing attempts, or unauthorized access to IT Services.

Prohibited:

- Accessing, viewing, copying, modifying, deleting, or distributing files or data without authorization.
- Sharing credentials or using another person's account.
- Attempting to bypass security controls, monitoring systems, or access restrictions.
- Introducing malware or intentionally exploiting system vulnerabilities.
- Using University resources to harass, threaten, intimidate, or impersonate others.
- Sending spam, fraudulent, obscene, or abusive messages.
- Interfering with the normal operation, performance, or availability of University technology resources.

- Engaging in unauthorized network scanning, password cracking, cryptocurrency mining, or denial-of-service activities.
- Using technology resources for unlawful purposes or in violation of University policies.

Sanctions

- Confiscation of prohibited technology device
- Education Sanction
- Community Service
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Technology Access Restriction
- Restitution

Motorized Recreational Vehicles

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 0-2

Policy Statement

The operation, storage, parking, charging, or use of motorized recreational vehicles on university property is prohibited unless specifically authorized by the university.

Definitions

Motorized Recreational Vehicle: Any self-propelled vehicle primarily designed for recreational, off-road, or personal transportation use. Examples include, but are not limited to, all-terrain vehicles (ATVs), utility task vehicles (UTVs), recreational off-highway vehicles (ROVs), golf carts, snowmobiles, minibikes, dirt bikes, and similar vehicles.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Operating university-owned or university-authorized vehicles as part of approved employment, maintenance, safety, accessibility, or university operations
- Using mobility devices or mobility aids

Prohibited:

- Operating an ATV, UTV, golf cart, snowmobile, dirt bike, minibike, or similar vehicle on university property without authorization
- Parking or storing a motorized recreational vehicle on university property without permission through the Campus Safety Office
- Charging a motorized recreational vehicle within university facilities
- Operating a motorized recreational vehicle on sidewalks, lawns, athletic fields, or other areas not intended for vehicle traffic

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of Recreation Vehicle
- Verbal Warning
- Written Warning
- Restitution
- Vehicle is towed

Noise

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-2

Policy Statement

All students are expected to be courteous and respectful of others and maintain a reasonable noise level at all times.

Noise that interferes with another person's ability to sleep, study, work, or enjoy their living space is prohibited.

Quiet Hours in residence halls and apartments are:

- Sunday through Thursday: 10:00 p.m. to 8:00 a.m.
- Friday and Saturday: 12:00 a.m. to 9:00 a.m.

Extended Quiet Hours are in effect during final examination periods as designated by the Office of Residence Life.

Definitions

Quiet Hours: Designated periods during which noise must be maintained at a level that cannot be heard outside of the immediate room or space.

Extended Quiet Hours: Periods established by the university during final examinations or other designated times in which quiet hours are enforced continuously.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Reasonable conversations at a volume that does not disturb others
- Studying, socializing, and entertainment activities that comply with quiet hour expectations
- Noise associated with normal living activities that does not unreasonably impact others

Prohibited:

- Playing music, television, gaming systems, or other devices at a volume that disturbs others
- Shouting, yelling, or engaging in disruptive behavior during quiet hours
- Creating excessive noise in hallways, stairwells, lounges, parking lots, or other common areas
- Refusing reasonable requests from residents or university staff to reduce noise levels

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Housing Reassignment

Noxious Odor

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-2
Points: 0-2

Policy Statement

Creating, causing, or permitting a noxious odor that interferes with the comfort, health, safety, or welfare of a reasonable person is prohibited.

Definitions

Noxious Odor: Any odor of sufficient intensity that it becomes noticeable to others and unreasonably interferes with the use or enjoyment of university facilities, housing, or activities. Odors may become noxious due to their strength, duration, frequency, or source.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Reasonable use of personal hygiene products
- Temporary odors associated with normal daily activities that do not create a nuisance
- University-approved activities that may generate odors

Prohibited:

- Creating or permitting odors that interfere with the comfort or use of surrounding spaces
- Allowing excessive odors from smoke, vaping products, marijuana, incense, food, garbage, dirty laundry, or other sources
- Failing to address odor-producing conditions after being directed to do so by university personnel
- Creating odors that reasonably suggest a violation of university policy or applicable law

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Restitution

Obstructing the Conduct Process

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Knowingly obstructing, interfering with, or attempting to undermine a university investigation, conduct proceeding, or other university conduct process is prohibited.

Students are expected to provide truthful and accurate information during conduct investigations and proceedings. Knowingly providing false, misleading, or incomplete information, withholding material information, falsifying evidence, or encouraging another person to do so is prohibited.

Definitions

Obstructing the Conduct Process: Any action or attempted action that interferes with, delays, influences, impedes, or undermines a university investigation, conduct proceeding, hearing, appeal, or other university process.

Conduct Process: The formal or informal procedures used to address alleged violations of university policy.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Providing accurate and complete information during conduct meetings or hearings.
- Taking responsibility for actions, even if they may result in consequences.

Prohibited:

- Lying about one's involvement in an incident.
- Falsifying documents or evidence.
- Encouraging others to provide false information.
- Omitting key facts that would alter the understanding of an incident.
- Submitting a false report to initiate a conduct case against another individual.
- Encouraging, pressuring, intimidating, or coercing another person to provide false information.
- Attempting to influence a witness's testimony or participation.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Conduct probation

Personal Appliances in Residence Halls

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-1

Policy Statement

Appliances and equipment that create safety concerns, exceed space limitations, increase utility consumption, or require special installation are prohibited unless approved by the university. All personal appliances must be in safe working condition and used in accordance with manufacturer instructions.

Cooking appliances may be used only in designated kitchen areas and must be stored within a student's assigned living space when not in use.

Definitions

Cooking appliances: Electronic devices that are used for preparing or heating food (e.g., air fryers, slow cookers (Crockpots), pizza ovens, toasters, and rice cookers)

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Mini-refrigerators
- Cooking appliances when used in designated kitchen areas

Prohibited:

- Air conditioners
- Humidifiers and dehumidifiers
- Full-sized refrigerators and freezers
- Dishwashers, washing machines, dryers, or other large appliances
- Appliances requiring permanent installation or modification of university facilities
- Any appliance deemed by the university to create a safety, electrical, maintenance, or space concern

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of appliance
- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restitution

Recreational Fires

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-2
Points: 0-2

Policy Statement

Students utilizing university-approved fire pits or fire rings must do so safely and responsibly. Fires must be continuously monitored, contained within the designated fire pit or fire ring, and fully extinguished when no longer in use.

Definitions

Fire Pit: A university-approved fire ring, fire pit, or designated outdoor area intended for recreational fires.
Recreational Fire: An outdoor fire used for recreational, social, ceremonial, or cooking purposes within an approved fire pit or fire ring.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using university-approved fire pits for recreational fires
- Burning approved firewood or fuel intended for recreational fires
- Properly extinguishing fires before leaving the area
- Cleaning the area following use

Prohibited:

- Leaving a fire unattended
- Building a fire outside of an approved fire pit or fire ring
- Allowing flames, embers, or burning materials to extend beyond the designated fire area
- Burning garbage, plastics, furniture, cardboard, treated lumber, leaves, glass, metal, or other inappropriate materials
- Using flammable liquids or accelerants to start or maintain a fire
- Disposing of hot ashes, coals, or embers in trash receptacles
- Failing to completely extinguish a fire before leaving the area
- Creating excessive smoke, sparks, or other conditions that endanger people or property
- Using a fire pit during conditions in which fires have been prohibited by the university

Sanctions

- Violations of this policy may result in disciplinary action, including but not limited to:
- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Space/Location Restriction

Retaliation

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Retaliation against any individual for reporting, participating in, or cooperating with a complaint or investigation of prohibited conduct is prohibited.

Definitions

Retaliation: Any adverse action, threat, or behavior directed at an individual because they have reported a concern, filed a complaint, participated in an investigation, or are otherwise involved in a university process related to alleged policy violations.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Participating in university processes in a respectful and appropriate manner
- Expressing disagreement with a decision through appropriate university channels
- Maintaining appropriate boundaries without targeting or penalizing another individual

Prohibited:

- Taking adverse action against someone for reporting or participating in a complaint or investigation
- Threatening, intimidating, or coercing an individual in response to their involvement in a university process
- Harassing, isolating, or excluding an individual because of their participation in a report or investigation
- Attempting to interfere with or discourage reporting or participation in university processes
- Retaliatory behavior occurring with or without a formal directive (e.g., No Contact Order) in place

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Conduct Probation
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Non-Academic Suspension
- Non-Academic Dismissal

Safety Equipment

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 0-3

Policy Statement

Blocking, covering, relocating, obstructing, disabling, or otherwise interfering with the intended operation of safety and security infrastructure is prohibited.

Definitions

Safety and Security Infrastructure: Equipment, devices, systems, signs, or facilities intended to promote safety, security, emergency response, accessibility, or building operations. Examples include security cameras, card access readers, emergency telephones, panic buttons, Automated External Defibrillators (AEDs), first aid kits, eye wash stations, emergency showers, electrical panels, emergency exits, exit signs, emergency lighting, and similar equipment.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using safety equipment for its intended purpose during an actual emergency
- Accessing first aid supplies for legitimate medical needs
- Reporting damaged or malfunctioning safety equipment

Prohibited:

- Covering, obstructing, or otherwise interfering with a security camera
- Blocking, covering, tampering with, or obstructing a card access reader
- Leaving an emergency telephone off the hook or disconnecting its power, network, or communication connection
- Blocking access to an AED, first aid kit, emergency phone, eye wash station, emergency shower, electrical panel, emergency exit, or other safety equipment
- Using furniture, decorations, or personal belongings in a manner that obstructs emergency exits, electrical panels, safety equipment, or emergency response infrastructure
- Covering, obstructing, or removing exit signs, evacuation maps, or emergency lighting
- Moving safety or emergency equipment from its designated location
- Using an eye wash station, emergency shower, or similar emergency response equipment for recreation, amusement, or purposes unrelated to an emergency
- Creating conditions that prevent safety or emergency equipment from being immediately accessible when needed

Sanctions

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Housing Probation
- Monetary Fine – Tampering with Surveillance Equipment
- Restitution

Sales, Solicitation, and Canvassing

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-2

Policy Statement

Unauthorized sales, solicitation, canvassing, fundraising, promotion, or advertising on university property are prohibited.

Individuals wishing to engage in sales, solicitation, canvassing, fundraising, promotional activities, distribution of materials, or other commercial activities on university property must obtain prior approval from the Vice President of Student Affairs or their designee.

Definitions

Solicitation: Seeking donations, support, participation, memberships, customers, signatures, or commitments from individuals.

Sales: Offering, advertising, promoting, or exchanging goods or services for money or other compensation.

Canvassing: Distributing information, gathering signatures, conducting surveys, campaigning, or engaging individuals for a particular cause, organization, or purpose.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- University-approved fundraising activities
- Authorized sales or promotional activities sponsored by the university
- Distribution of materials in approved locations
- Student organization activities approved through the appropriate university process

Prohibited:

- Going door-to-door in residence halls, apartments, offices, or classrooms to sell products, promote services, gather signatures, or solicit donations without authorization
- Selling products or services on university property without approval
- Distributing advertisements, flyers, or promotional materials without authorization
- Setting up tables, displays, or promotional areas without approval
- Soliciting donations, memberships, customers, or support without authorization
- Allowing outside vendors, organizations, or businesses to conduct unauthorized sales or solicitation activities on university property

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Verbal Warning
- Written Warning
- Space/Location Restriction

Sleeping in Non-Residential Spaces

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-2
Points: 0-3

Policy Statement

Using university facilities or spaces not designated for residential use as sleeping accommodations, temporary housing, or living space is prohibited unless specifically authorized by the university.

Definitions

Non-Residential Space: Any university-owned or university-managed location not designated as a residence hall room, apartment, or other approved living space. Examples include classrooms, lounges, common areas, offices, meeting rooms, study rooms, academic buildings, athletic facilities, and other university facilities.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Remaining in a building during approved operating hours
- Participating in an authorized overnight university program or event
- Studying or using facilities during designated access periods

Prohibited:

- Sleeping overnight in classrooms, lounges, study rooms, meeting rooms, or academic buildings
- Sleeping in hallways, common areas, offices, or other non-residential spaces
- Establishing a temporary living space in a non-residential area
- Using university facilities as a substitute for approved residential accommodations
- Allowing another person to stay overnight in a non-residential space without authorization
- Remaining in a facility after closing hours for the purpose of sleeping or residing

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction

Smoking

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1
Points: 0-3

Policy Statement

Smoking and vaping are prohibited in indoor spaces or sports arenas. Smoking and vaping are also prohibited within 25 feet of a building.

Definitions

Smoking: The act of inhaling, exhaling, burning, or carrying any lighted or heated tobacco, cannabis, or other plant product, including cigarettes, cigars, pipes, and similar devices.

Vaping Devices: Electronic nicotine delivery systems, electronic cigarettes, and other vape pens.

Indoor spaces: Any enclosed indoor space, including but not limited to offices, classrooms, residence halls, lounges, stairwells, lobbies, hallways, elevators, and cafeterias.

Sports Arena: Any space used for the purpose of a spectator sporting event, including Taylor Field, the Softball diamond, and the Baseball diamond, and the bleachers or spectating areas of the aforementioned.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Refraining from smoking or vaping in any indoor campus space.
- Respectfully complying with requests to stop smoking in prohibited areas.

Prohibited:

- Smoking or vaping in any indoor space on campus.
- Using e-cigarettes or vape pens in residence halls, bedrooms, classrooms, or university vehicles.
- Refusing to leave a building or area after being asked to stop smoking.
- Providing tobacco or nicotine products to others for use in prohibited areas.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restitution

Theft

Last Reviewed Date: 4/2/2026
Last Revised Date: 4/2/2026
Conduct Tier: 1-3
Points: 1-6

Policy Statement

Lakeland University prohibits theft, misuse, or unlawful taking of property, as well as related criminal behaviors, including but not limited to theft, larceny, burglary, robbery, motor vehicle theft, embezzlement, shoplifting, and any attempt to commit any of the aforementioned.

It is prohibited for a person to possess property that the person reasonably knows or suspects to be stolen. Possessing property that may be identified as the property of the university, or any other person or entity, is also prohibited.

All thefts should be reported to Campus Safety.

Definitions

Theft: The unlawful taking of personal property without the owner's consent.
Larceny: The unlawful taking of personal property with the intent to permanently deprive the owner of it without the use of force, violence, or intimidation.
Burglary: The unlawful entry of a structure to commit a felony or theft.
Burglary by Concealment: Remaining inside a building after lawful entry but concealing oneself with intent to commit theft or another crime (e.g., hiding in a building after closing).
Unlawful Entry: Entering a building or structure without permission or legal right. Crossing the threshold into a restricted area counts as unlawful entry even if the doorway or window is open or unlocked.
Structure: Any building or enclosed space, including but not limited to residence halls, classrooms, offices, and storage areas.
Felony: A serious crime typically punishable by imprisonment for more than one year.
Forcible Entry: Unlawfully entering a structure by using any amount of force, including the following. No visible damage is required for an offense to qualify as forcible entry.
- Manipulating or tampering with a lock,
- Using tools (e.g., screwdriver, pry bar),
- Forcing doors, windows, screens, or frames,
- Bypassing key or card access,
- Using unauthorized devices (skeleton keys, passkeys).

Robbery: The taking or attempting to take anything of value of the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
Motor Vehicle Theft: The unlawful taking of a motor vehicle. Motor vehicle theft includes all cases where motor vehicles are taken by persons not having lawful access, including borrowing without permission and joyriding.
Motor Vehicle: Any self-propelled vehicle that runs on land surfaces and not on rails, including but not limited to cars, trucks, motorcycles, scooters, tractors, and golf carts.
Joyriding: The unauthorized use of a vehicle without the intent to permanently deprive the owner of it, often for temporary personal use or thrill-seeking.

Embezzlement: The fraudulent appropriation of property by a person to whom the property has been entrusted, including misuse of funds, resources, or equipment by an employee or student worker.

Shoplifting: The theft of goods offered for sale by a retail establishment, including campus-operated facilities, without payment.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Entering a building or room with proper authorization (e.g., using your own key or ID card).
- Reporting suspicious activity or unauthorized access to Campus Safety.
- Using university facilities during posted hours and in accordance with university policies.
- Operating a vehicle with the owner's permission.
- Borrowing an item with the owner's voluntary consent.

Prohibited:

- Using tools, force, or lock manipulation to enter a locked room, office, or building to steal property.
- Entering a structure without permission with the intent to commit theft or another crime.
- Attempting to open safes, lockers, or secured storage areas without authorization.
- Attempting to pry open a locked door, even if interrupted before entry.
- Using another person's credentials (ID card, key card, or keys) to gain unauthorized access to a building.
- Hiding inside a building after it closes to commit theft.
- Taking a vehicle without the owner's consent, even if returned later.
- Using a university vehicle without authorization.
- Using physical force or a threat of violence to take someone's belongings (e.g., phone, wallet, bag).
- Possessing stolen property
- Keeping a traffic cone, barrel, or street sign that is the property of a municipality (city, county, and/or state) in a residence hall room.
- Using deception or misrepresentation to obtain property or funds
- Misuse of university resources, funds, or equipment
- Failure to return borrowed or university-issued property when required

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of stolen property
- Educational Sanction
- Verbal Warning
- Written Warning
- Conduct Probation
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Suspension
- Restitution

Threats to Cause Bodily or Mental Harm

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Threatening to cause bodily or mental harm to others is prohibited.

Definitions

Threats to Cause Bodily or Mental Harm: Any verbal, written, electronic, or physical expression or conduct that would cause a reasonable person to believe that they or someone else may be harmed, regardless of whether the threat is carried out.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Expressing frustration or emotions in a non-threatening manner
- Engaging in appropriate conflict resolution
- Seeking support for personal distress or mental health concerns

Prohibited:

- Communicating threats of physical or psychological harm
- Making statements or gestures that cause others to reasonably fear harm
- Implying or suggesting intent to cause harm, even if not directly stated
- Using words, actions, or electronic communication to instill fear of harm
- Threatening retaliation, violence, or injury toward any person or group

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Housing Suspension
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal

Unauthorized Access and Trespass

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-3
Points: 0-6

Policy Statement

Forcible or unauthorized entry or access to any building, structure, room, office, facility, tree, or outdoor space.

Definitions

Unauthorized Entry: Entering or attempting to enter any building, room, structure, facility, restricted area, or controlled space without authorization. Unauthorized access occurs when a person crosses or breaks the threshold of a doorway, window, gate, or other point of access without permission, regardless of whether force is used.

Unauthorized Access: Climbing, scaling, jumping from, or otherwise using trees, landscaping, architectural features, utility equipment, furnishings, or structures for purposes for which they were not designed or intended.

Forcible Entry: A form of unauthorized entry in which access is gained or attempted through force, deception, tampering, damage, bypassing security measures, or other unauthorized means.

Trespass: Entering or remaining in the building, structure, room, office, facility, or outdoor space of another person without authorization, permission, or lawful purpose.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Accessing university facilities during authorized hours and for authorized purposes
- Entering rooms, facilities, or property with permission from the authorized occupant or university official
- Remaining in an area when authorized to do so or after being asked to leave

Prohibited:

- Entering a building, room, office, residence hall, or restricted area without authorization
- Entering a building, room, or office through a window.
- Forcing open, bypassing, or tampering with locks, doors, windows, card access systems, or other security measures
- Remaining in a building, room, or area after being directed to leave
- Providing unauthorized access to another person
- Accessing roofs, maintenance areas, mechanical rooms, tunnels, construction zones, or other restricted spaces without authorization

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement or Mediation
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Housing Reassignment
- Housing Suspension
- Monetary Fine – Propping of Doors/Manipulating Door Jamb
- Monetary Fine – Unauthorized Access to Rooftops
- Monetary Fine – Unauthorized Access to Water Tower
- Monetary Fine – Entering or Exiting through windows
- Monetary Fine – Removing Window Screen
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal
- Trespassed

Uncrewed Aerial Devices (Drones)

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1
Points: 1

Policy Statement

Lakeland University prohibits anyone from operating or using un-crewed aerial devices (drones) on campus without prior approval. Students seeking exceptions for the use of such devices for co-curricular purposes may contact the Director of Marketing.

Definitions

Un-crewed Aerial Device (Drone): Any remotely operated or autonomous aircraft without a human pilot on board, including quadcopters, UAVs (Unmanned Aerial Vehicles), and similar devices.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- A student receives prior approval to use a drone for a university-sponsored event or academic project.
- The drone operator files an operating plan and complies with all state and federal regulations.

Prohibited:

- Flying a drone recreationally on campus without approval.
- Using a drone in a way that violates FAA regulations or university safety protocols.
- Operating a drone near residence halls, athletic fields, or other sensitive areas.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Confiscation of the device
- Education Sanction
- Community Service
- Verbal Warning
- Written Warning

University Furniture and Furnishings

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1
Points: 1-2

Policy Statement

Moving, relocating, altering, or misusing university-owned furniture, furnishings, appliances, electronics, and equipment is prohibited unless relocation has been authorized by the university.

Residents are responsible for all furniture assigned to their room, suite, apartment, or other living space and may be held financially responsible for missing or damaged furniture.

Definitions

Furniture, furnishings, appliances, electronics, and equipment: University-owned beds, desks, dressers, chairs, tables, couches, shelving, TVs, refrigerators, moving bins, outdoor furniture, window screens, and other movable property intended for use within a designated location.

Unauthorized Relocation: Moving furniture or furnishings from their assigned location without university authorization.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using university furniture as intended
- Adjusting bed frames using approved methods

Prohibited:

- Removing furniture from its designated room, classroom, lounge, office, study area, or building
- Placing university furniture outdoors
- Moving classroom furniture to a residence hall or apartment
- Moving residence hall furniture from a lounge to an individual's room
- Constructing homemade lofts or modifications to university furniture

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Monetary Fine – University Furniture
- Restitution

University Keys

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1
Points: 0-3

Policy Statement

Lakeland University prohibits unauthorized use, distribution, duplication, or possession of any key(s) issued for access to university property. This includes possessing a key card assigned to another student, even if the key opens the same door(s) (i.e., a roommate). Gaining access through the unauthorized use of a university key may also result in a violation of the trespass and/or burglary policy.

If a person loses, breaks, or misplaces their ID card or key, it is to be reported to a residence life professional staff member, the campus life coordinator in the Lauer Center, or Campus Safety immediately. There may be a $50.00 replacement fee for lost keys or key cards. If the key malfunctions, a replacement key will be issued at no cost, provided that the key is not damaged. The malfunctioning card will be forfeited when a replacement card is issued.

Definitions

University Keys: Physical or digital keys issued by the university to grant access to specific spaces.
Unauthorized Use: Accessing or attempting to access university property without proper permission or assignment.
Distribution: Giving or sharing keys with individuals who are not authorized to possess them.
Duplication: Copying or reproducing keys without university approval.
Possession: Having control or custody of a key without being the designated recipient.
University Property: University property includes all buildings, laboratories, classrooms, offices, residence halls, recreational facilities, parking areas, vehicles, and any other spaces or assets owned, leased, or operated by Lakeland University. It also covers equipment, furniture, and resources located within these areas.

4. Interpretation and Examples

The following examples do not represent a comprehensive list.
Permitted:

- Using keys issued directly to you for their intended purpose.
- Returning keys when no longer needed or upon request.
- Reporting lost or stolen keys to Campus Safety immediately.

Prohibited:

- Using a key to access a space you are not authorized to enter.
- Duplicating university keys without permission.
- Lending your key to another person.
- Possessing a key issued to someone else.
- Distributing keys to unauthorized individuals.

Sanctions

- Confiscation of unauthorized or prohibited keys
- Educational Sanction
- Verbal Warning
- Written Warning
- Space/Location restriction
- Loss of Guest/Visitor Privileges

University Vehicles

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 2-3
Points: 2-6

Policy Statement

Only authorized drivers may operate university-owned or university-leased vehicles. Unauthorized use of a university vehicle may be considered motor vehicle theft and may be reported to law enforcement authorities by Campus Safety.

Definitions

University Vehicle: Any vehicle owned, leased, or rented by Lakeland University for official use.

Authorized Driver: A student who has been hired by the university and/or granted permission to drive a university vehicle after completing the required driver authorization process.

Driver Record Check Application: A form submitted to Campus Safety by students to authorize a review of their driving history before being approved to operate university vehicles.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- A student employee who has submitted the driver record check form and received approval driving a university van for an admissions event.
- An authorized driver transporting equipment for a university-sponsored athletic or academic event.

Prohibited:

- A student driving a university vehicle without prior authorization or employment.
- Failing to submit the required driver record check application before use.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Loss of vehicle privileges
- Refer to Motor Vehicle Theft

Unsafe Use of Vehicles

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 2-3
Points: 1-6

Policy Statement

Students must operate and occupy motor vehicles in a safe and lawful manner. Riding on, in, or upon a vehicle in a manner that creates a safety risk to themselves, others, or property is prohibited.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Riding within a vehicle using available seating and safety restraints as required by law
- Entering and exiting vehicles safely
- Operating a vehicle in accordance with traffic laws and university regulations

Prohibited:

- Riding on a vehicle's hood, trunk, roof, bumper, tailgate, running boards, or other exterior surfaces
- Riding in the bed of a pickup truck
- Hanging out of a moving vehicle through a door, window, sunroof, or cargo area
- Allowing another individual to ride on or outside a vehicle in an unsafe manner
- Using a vehicle in a reckless manner that endangers the driver, passengers, pedestrians, or property, including speeds in excess of the posted speed limit

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Conduct Probation
- Non-Academic Suspension
- Non-Academic Dismissal
- Loss of parking permit

Use of Common Spaces

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1
Points: 0-2

Policy Statement

Students may use common areas and shared spaces for social, educational, recreational, and other approved activities consistent with the University mission, values, vision, and policies.

Common spaces may be reserved through the Campus Life Coordinator or designee. Individuals with an approved reservation have priority use of the space during their reserved time.

Individuals using common spaces are responsible for maintaining the space, complying with university policies, and returning the space to its original condition following use.

The individual whose name appears on a reservation is responsible for the conduct of attendees, compliance with university policies, cleanup, damage, and restoration of the space following the event or activity.

Definitions

Common Area: Any university-owned or university-managed space intended for shared use by students, including lounges, meeting rooms, classrooms, study spaces, kitchens, recreation areas, and other shared facilities.

Reservation: Approval granted by the university for the exclusive or priority use of a common area during a specified date and time.

Responsible Party: The individual whose name appears on the reservation and who assumes responsibility for the use of the space and the conduct of attendees.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Using common areas for their intended purpose
- Reserving a common space through the appropriate university process
- Hosting approved meetings, programs, study sessions, or gatherings in a reserved space
- Utilizing common spaces in a manner that does not interfere with the rights of others

Prohibited:

- Refusing to vacate a reserved space when requested by the responsible party or university staff
- Using a space outside the conditions of an approved reservation
- Leaving a common area in an unsanitary, damaged, or excessively cluttered condition
- Failing to restore furniture, equipment, or room configurations following use
- Exceeding occupancy limits or violating university safety requirements
- Damaging university property or furnishings within a common area
- Misrepresenting information when reserving a space
- Allowing activities within a reserved space that violate university policy

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Verbal Warning
- Written Warning
- Space/Location Restriction
- Restitution

Vehicle relocation during snow removal

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1
Points: 0-1

Policy Statement

All vehicle owners must follow snow removal procedures. When a snow emergency is announced, all vehicles must be moved to a cleared area by the communicated time. Vehicles may return to their original lot after the lot is cleared. Notifications will be sent by email and the LU Alert system.

Definitions

Snow Emergency: A declared period during which vehicles must be moved to allow for snow removal.

Cleared Area: A section of a parking lot that has already been plowed and is designated for temporary vehicle relocation.

Snow Emergency Notice: An official communication from the university indicating when and where vehicles must be moved. This will be sent to the Lakeland University Email and through the LU Alert System.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted and Required:

- Moving your vehicle to a cleared area by the posted time during a snow emergency.
- Returning your vehicle to its original lot only after snow removal is complete.
- Monitoring Lakeland Today, university email, LU Alert system, or residence hall postings for snow removal announcements.

Prohibited:

- Failing to move your vehicle during a declared snow emergency.
- Returning your vehicle to a lot before it has been cleared.
- Ignoring official snow removal communications.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Verbal Warning
- Vehicle Ticket
- Vehicle Towed

Vehicles and Parking

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1
Points: 0-1

Policy Statement

All vehicles parked on campus must be registered and display a valid parking permit. Students are issued a temporary parking permit that expires on August 31st each year. Visitors may be issued a temporary parking permit.

- Student parking permits are issued only to LU students.
- Permits are issued to a specific vehicle and may not be transferred. Selling, lending, or giving a permit to another person is prohibited. New or alternate vehicles will require an additional separate parking permit.
- All parking permits must be properly displayed from the rear window of the vehicle with the permit in the lower right corner.
- Information provided to obtain a parking permit or authorization must be correct and current. If there is a change in information, such as the license plate number or a new vehicle, it must be reported to the Campus Safety Department as soon as possible.
- A permit will be honored only in the parking areas for which it is designated.
- Parking is permitted only within marked spaces. Every legal space within the university parking system is clearly marked. Any vehicle occupying more than one space or extended beyond the marked space (including parking that extends over the sidewalk) violates the parking regulations.
- Parking in front of dumpsters or blocking access to the dumpsters is prohibited.
- Handicapped parking spaces reserved for those with a handicapped placard or license plate designation. For special accommodations for parking, visit Campus Safety.
- Lakeland University is not responsible or liable for any damage to and/or theft of any vehicle, its equipment or content while the vehicle is parked on university owned property.
- Driving or parking vehicles on campus lawns or walkways is prohibited.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted and Required:

- Registering a vehicle and displaying a valid parking permit on the rear window.
- Parking only in designated lots and marked spaces.
- Using visitor-designated parking areas for guests in Lots C, E, G, H, J and the Campus Center lot.

Prohibited:

- Parking without a valid permit or failing to display it properly.
- Transferring a permit to another person.
- Parking on lawns, sidewalks, or unmarked areas—even for loading/unloading.
- Parking in front of dumpsters, in roadways, or in handicap spaces without proper authorization.
- Providing false information when registering a vehicle.

Sanctions

Violations may result in citations, fines, or additional disciplinary action. Fines include:

Violation	Fine
Visitor Parking	$50.00
Over-time Parking (30+ minutes)	$30.00
Illegal Parking (wrong lot, no/expired permit)	$50.00
Parked in Front of Dumpster	$80.00
Parked in Roadway	$50.00
Parked in Handicap Space	$150.00

Additional sanctions may include:

- **Towing:** At the owner's expense for serious, urgent, and/or repeated violations.
- **Restitution:** For damage to lawns, sidewalks, or university property.

Violation of University Policy

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 1-3
Points: 0-12

Policy Statement

Violations of university policies are prohibited.

Definitions

University Policy: Any rule, regulation, standard, procedure, expectation, directive, requirement, or condition established by Lakeland University and communicated through official university publications, websites, contracts, agreements, housing materials, course materials, official communications, signage, training, or directives from authorized university officials. This includes any reasonable verbal directions and requests made by university officials.

University Official: Any employee of Lakeland University, including faculty, staff, and administrators.

Reasonable Request: A directive made by a university official that is appropriate, lawful, and within the scope of their role.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Complying with university regulations and procedures
- Following directions issued by authorized university officials
- Seeking clarification when university requirements are unclear

Prohibited:

- Violating a policy published in the Student Handbook, Academic Catalog, Housing Contract, or other official university publications
- Failing to comply with requirements communicated through official university email or other university communication systems
- Circumventing, avoiding, or intentionally disregarding university policies or procedures

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Community Service
- Facilitated Dialogue or Mediation
- Behavioral Agreement/Contract
- Verbal Warning
- Written Warning
- Conduct Probation
- Housing Probation
- Space/Location Restriction
- Loss of Guest/Visitor Privileges
- Restrictions from Student Activities
- Restrictions from Student Organizations
- Housing Reassignment
- Technology Access Restriction
- Housing Suspension
- Monetary Fine
- Restitution
- Non-Academic Suspension
- Non-Academic Dismissal
- Trespassed

Visitation and Guests

Last Reviewed Date: 7/3/2025
Last Revised Date: 7/3/2025
Conduct Tier: 1-2
Points: 1-4

Policy Statement

Students are allowed to have guests and visitors.

General Expectations

- Students who bring visitors or guests into university housing assume responsibility, both personally and financially, for their behavior.
- Visitors or guests who exhibit inappropriate behavior may be required to leave campus.
- Students must admit visitors and guests through the main entrance of the residence hall they are visiting.
- Students may not provide their ID card, key card, keys, or access credentials to visitors or guests.
- A person who has had their housing privileges suspended may not be a visitor or guest.

Visitation Hours

- Sunday through Thursday: 8:00 a.m. – 11:59 p.m.
- Friday and Saturday: 8:00 a.m. – 2:00 a.m.

University break periods may be treated as Friday and Saturday visitation periods unless otherwise announced by Residence Life.

Guests

- All Guests must be registered through the Campus Safety Office.
- Students must obtain permission from their roommate(s), suitemate(s), or apartment-mate(s), when applicable, before hosting a guest.
- Guests may only sleep in the room of the student sponsoring the visit.
- Students may not allow their guests to sleep in their roommates' bed(s) without permission.
- A guest may not stay on campus for more than four (4) nights within any seven (7) day period regardless of which student they are visiting. (The guest may not spend the night with one student for 4 days and then switch to a different student for the next consecutive days).
- Students may host guests for no more than twenty-eight (28) total nights during a semester.
- Students may have a maximum of two (2) guests at any given time unless approved by the Director for Residence Life or designee.

Guest Registration

Lakeland University Students

Current Lakeland University students must be registered through my.lakeland.

Non-Lakeland Guests

Non-Lakeland guests must be registered through my.lakeland. This will also require registration through the Campus Safety office.

Guests must present a valid government-issued photo identification; guests who cannot provide acceptable identification may be denied access to university housing.

Minor Guests

- Guests under the age of 18 must receive approval through the Director for Residence Life or their designee at least three (3) business days before arrival.
- Approval will require an explanation of the relationship between the student and the minor guests (e.g., siblings).
- Parental or guardian permission is required.
- Minor guests must remain with the student at all times.
- Residents must notify roommates and provide any required documentation to Residence Life before a minor guest visit.

Definitions

Visitor: A person who is not assigned to a particular residence hall, suite, apartment, or room and who is present during visitation hours.

Guest: A visitor who remains in university housing beyond approved visitation hours.

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Hosting visitors during approved visitation hours
- Hosting properly registered guests

Prohibited:

- Hosting a guest without proper registration
- Providing a university ID card, key, key card, or access credentials to a visitor or guest
- Circumventing guest registration requirements (sneaking a guest in without registering)
- Hosting a visitor or guest whose presence has been prohibited by the university
- Pressuring, coercing, or intimidating a roommate to accept a visitor or guest
- Providing false or misleading information during guest registration
- Permitting a guest to become an unofficial resident of university housing

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Education Sanction
- Facilitated Dialogue or Mediation
- Verbal Warning
- Written Warning
- Housing Probation
- Loss of Guest/Visitor Privileges
- Housing Suspension

Weapons

Last Reviewed Date: 8/3/2026
Last Revised Date: 8/3/2026
Conduct Tier: 2-3
Points: 0-6

Policy Statement

The possession, concealment, storage, use, display, manufacture, sale, transportation, or distribution of firearms, weapons, explosives, or other dangerous devices is prohibited on University property, within University-owned or operated facilities, and at University-sponsored or sanctioned events unless expressly authorized by the University or permitted by law. This includes any replica or imitation weapons.

This does not include kitchen knives used for culinary purposes or tools used in the performance of job duties through on-campus employment.

This policy does not prohibit the lawful possession of commercially manufactured pepper spray or similar personal self-defense sprays permitted under Wisconsin law. The person possessing the spray must be at least 18 years of age, and the container may not exceed two (2) ounces. Misuse of such devices is prohibited. Bear spray is prohibited.

Campus Safety maintains secure weapon storage for students. Students wishing to store a firearm must coordinate directly with Campus Safety and comply with all applicable storage procedures. Individuals with a valid concealed carry permit may transport firearms to campus as allowed by law; however, firearms and other prohibited weapons may not be brought into University buildings or residential facilities.

Definitions

Weapon: Any object designed, intended, or used to inflict bodily harm, intimidate others, or threaten safety.
Possession: Having a weapon on one's person, in one's belongings, or in a vehicle under one's control.
Concealment: Hiding or disguising a weapon to avoid detection.
Replica or Imitation Weapon: Any prop, toy, facsimile, or imitation item that reasonably appears to be a real weapon.
Prohibited Weapons: Prohibited weapons include, but are not limited to:

- Firearms of any type
- Ammunition
- Pellet, B.B., or Airsoft guns
- Paintball gun
- Orbeez or gel blaster guns
- Stun guns and Tasers
- Explosives and fireworks
- Slingshots
- Metal knuckles
- Nunchaku
- Swords
- Hatchets and axes
- Straight razors
- Tear gas or chemical spray devices
- Dirks, daggers, ice picks, and similar weapons
- Spring-loaded knives or knives that open automatically
- Knives with blades longer than 3.5 inches
- Any item intended to cause bodily harm
- Any replica, prop, toy, or imitation weapon that reasonably appears to be a real weapon

Interpretation and Examples

The following examples do not represent a comprehensive list.

Permitted:

- Use of tools such as box cutters or kitchen knives for academic, culinary, or maintenance purposes.
- Storing a legally owned firearm in a locked vehicle in accordance with Wisconsin law and university policy (for those with a valid concealed carry permit).
- Reporting the discovery of a weapon on campus to Campus Safety.
- Storing a legally owned firearm with Campus Safety.

Prohibited:

- Possessing a firearm, knife, or explosive device on campus in a campus building.
- Concealing a weapon in a backpack, locker, or vehicle without proper authorization under the law.
- Selling or distributing weapons on university property.
- Possessing replica or toy weapons that appear real and cause fear or disruption.

Sanctions

Violations of this policy may result in disciplinary action, including but not limited to:

- Weapon Confiscation
- Education Sanction
- Verbal Warning
- Written Warning
- Housing Probation
- Space/Location Restriction
- Housing Reassignment
- Housing Suspension
- Non-Academic Suspension
- Non-Academic Dismissal
- Trespassed

RESIDENTIAL **POLICIES**

Residence Life Department Vision

To serve our students and encourage their academic, cultural, personal, and social development by creating a safe, respected, and inclusive environment.

Residence Halls

Individual preferences for living arrangements will be honored whenever possible. The university reserves the right to make room assignments or reassignments as necessary. To enhance and expand the sense of community, Lakeland University requires that all full-time students, under the age of 21 regardless of class status, live on campus. Exceptions will be if a student is living with a parent, is married, is a former member of the armed services, has a child, or is approved to live off-campus by the Vice President of Student Affairs. Only traditional undergraduate and graduate students are permitted to reside in the residence halls.

Students are required to carry at least twelve (12) credit hours to reside in the residence halls. Students who are not enrolled for 12 credits in a semester or who drop below twelve credits at any time during the fall semester and wish to reside in the residence halls must meet with the Vice President of Student Affairs for approval. Seniors who need less than 12 credits in the fall or spring to graduate will be permitted to live on campus. Written notification must be sent to the Director for Residence Life, should this be the case.

Residence Life Policies

Students living in residence life communities are expected to conform to standards of conduct which are consistent with the educational objectives and priorities of Lakeland University. Respect and consideration for the rights of others and their needs for study time and rest must receive priority over individual desires. The residence life staff is responsible for helping to create an atmosphere conducive to study, enjoyment, and learning how to live responsibly with other individuals. Each student is expected to comply with requests from residence life staff and fellow students.

Housing Contract

All residential students enter into a contractual agreement with the university through the room and board application. The contract is valid for one full academic year, not including winter and summer. Students will complete room and board contracts for each winter and summer stay. All residential students must have a meal plan selected when completing the contract, as this portion is a part of the room and board application. Students may request an exemption from the University meal plan under these circumstances only:

- Students require a special diet due to a disability or medical condition.
- Students require a special diet based on religious observance or practice.

Meal plan exemption requests and supporting documentation must be submitted to Karen Eckhardt, ADA Coordinator, at eckhardtkl@lakeland.edu. All accommodation-related information can be found on Lakeland's Disability Services webpage at https://lakeland.edu/student-experience/academic-services/disability-services.

Contract Terms and Dates of Occupancy

Unless otherwise approved in writing by the Director for Residence Life, the occupancy period begins on the assigned move-in date. Students will receive an email to their Lakeland account notifying them of their

move-in date. Students who have sports camps that happen prior to the halls opening will be approved to move in early on the date agreed upon between the Department for Residence Life and the Athletic Department. The occupancy period ends based on the following guideline:

- at the time the student chooses to cancel their housing contract during the academic school year or
- on the Sunday following spring graduation by 6:00 PM

Students are required to follow the check-out process outlined below. Failure to properly follow the check-out process could result in charges to that student's account. Any exceptions would need to be submitted to and approved by the Director for Residence Life. Any student who is graduating at the end of the semester will need to follow the check-out process listed below. Those students will be expected to move out 24 hours following their last class or final exam or the Sunday following commencement for those in their final semester.

Housing agreements are binding for the entire academic year or portion thereof. Failure to complete the agreement for any reason, including suspension or dismissal from the university or residence hall, may result in forfeiture of all room and board fees. No transfer agreement to another student is permitted. No refunds will be made for missed meals or for temporary absence from the hall. The university may terminate a student's residence hall occupancy and take possession of the room at any time for violation of residence hall policies, violation of university rules/regulations, or for reasons of health or safety.

Students living on campus for the summer period will find housing assignments listed on my.lakeland and will be emailed when they can move into their summer housing assignment. If a student is not living on campus for the upcoming academic school year, their summer contract will end, and they will need to vacate their summer housing space by the Sunday two weeks prior to fall move-in.

Transitions from summer to fall housing will be communicated to students via their Lakeland email. As students move out of their summer housing, they will have to follow the academic year check-out process, outlined below. Students who do not move to their fall housing by the specified date will incur charges to their accounts.

Checking In and Checking Out Procedures

Residents will receive a filled-out room condition report that has been completed by their Senior/Resident Assistant (S/RA) upon arrival. Residents will have 24 hours to assess the condition of their room based on what their room condition report says and inform the Residence Life staff of any discrepancies. The resident will be financially responsible for the changes to the room's condition not noted on that form. Students will be held responsible for any damages that occur in their room during the semester or academic year. Any resident choosing not to check out following the procedures below will also be assessed a $50 charge in addition to any damage charges incurred. Also, residents of a room, apartment or suite will be assessed cleaning charges if the room is not adequately cleaned before departure. Failure to properly check out will result in a student not having an opportunity to appeal all damage charges.

Proper check-out procedures include:

- Schedule a check-out meeting with their S/RA a minimum of 24 hours in advance.
- Clean the room thoroughly, including carpets, and empty the garbage.
- Complete a room condition report with a staff member.
- Lock the room upon checking out.
- Students may keep Lakeland student I.D. cards.

Application/Reapplication Process

Lakeland University offers apartment, pod, and community-style housing. Returning students must complete a Lakeland University Housing Application form and Housing Contract. Residential students who submit their housing contracts after the due date are not guaranteed their top housing choice and could be placed in the following best or available option. Submit housing forms here: https://my.lakeland.edu/ICS/Campus_Life/Residence_Life.jnz

- Morland House and Hill House applicants can apply as individuals or groups of up to four students. All residents must be considered Junior status based on total credit hours earned and current hours attempted at the time of the application.
- Kurtz House applicants can apply as individuals or groups of up to six students. All residents must be considered Junior status based on total credit hours earned and current hours attempted at the time of the application.
- Gould Hall applicants can only apply for this housing unit if they are an active Greek community member. Standard housing procedures still apply.

New residents need to apply at the time they receive their materials after the university receives their commitment fee. Traditional-age students will be placed in the hall that corresponds to their year attending, for example first-year students will be housed in Grosshuesch Hall, sophomores will be housed in Muehlmeier Hall while junior and senior residential students will have the choice of all upper-class halls. No room assignments can be made until the commitment fee and housing deposit are received by the university. The university reserves the right to assign all residents to rooms and to make changes as necessary or needed.

Room Entry

Lakeland University recognizes residents' desire for privacy, particularly in their living space, personal artifacts, and property, and will do all it can to protect that privacy. Lakeland University reserves the right to enter your room in the interest of health, safety, security, and residential maintenance. When possible, advance notice of room entry will be given. University employees must report any violations of university regulations or terms of the housing contract observed when in your room, regardless of the reason for room entry. Before room entry, the University employees will knock and announce themselves. In cases that may warrant immediate entry, defined as exigent circumstances, such as a person who is believed to be in distress or a fire alarm, an authorized school official may enter without knocking and announcing themself.

University officials reserve the right to enter a resident's room for the following purposes:

- To determine compliance with all relevant health and safety regulations (e.g., fire alarms, smoke detectors, wellness checks).
- To find a student who may be involved with or a witness to an immediate or critical threat to campus safety (a report of a weapon on campus, for example)

- To provide maintenance, cleaning, or pest control.
- To conduct an inventory of university property.
- To silence unattended obnoxious sounds.
- Where there is an indication of danger to life.
- Where there is reasonable suspicion to believe that a violation of university policy(s) is occurring.
- To search for a missing university student.
- For hall opening and closing safety inspections and breaks.

NOTE: Whenever a room is entered without a resident(s) present, Residence Life will email the resident, stating that the room has been entered, the name(s) of the person(s) who entered the room, and the purpose for entry.

Room Search

For a room search to occur, probable cause of a campus policy violation or reasonable suspicion of threat to life must exist. A campus safety officer must be involved with the room search and must inform the Director for Campus Safety and/or the Vice President for Student Affairs prior to the search. When possible and safe to do so, the Campus Safety Officer will ask a Hall Director or the Director for Residence Life to accompany them during the search. Students are allowed to observe during the room search.

Wellness Checks

A wellness check can occur at any time during the school year as deemed appropriate by the Director for Residence Life. Wellness checks will occur for all rooms on campus with the same frequency but may not occur on the same day or week unless additional wellness checks are determined to be needed during the student conduct process. During a wellness check, the residence life staff members will check in with the residents and help determine the needs that the residents may have. The staff members will check for any damage that may need to be repaired (burnt-out lights, damage to the window screen, etc.). During this time, if a policy violation (room cleanliness, liquor law violation, etc.) is noticed during a wellness check, the staff member will report the violation.