# Table of Contents

**College Offices and Services** .................................................................................................................. 7

- *Academic Administration* ......................................................................................................................... 7
  - Provost ..................................................................................................................................................... 7
  - International Programs .............................................................................................................................. 7
  - Undergraduate Research and Post-Graduate Fellowships ................................................................. 7
  - Located in the Daniel Building, Room 210 ............................................................................................ 7
  - Phone: 864-597-4402 .............................................................................................................................. 7
  - Chairs of Academic Departments ........................................................................................................ 7
  - Registrar .................................................................................................................................................. 7

- *Academic Support* .................................................................................................................................. 9
  - The Writing Center ................................................................................................................................. 9
  - Tutoring Services ................................................................................................................................. 9
  - Help with Academic Concerns ............................................................................................................ 9
  - Advising ................................................................................................................................................ 9

- *Admission* ................................................................................................................................................ 10
  - Engagement and Annual Giving ............................................................................................................ 10

- *Athletics* ................................................................................................................................................ 11

- *Bookstore* .............................................................................................................................................. 12

- *Business Office* .................................................................................................................................... 13

- *Campus Life and Student Development* ............................................................................................ 13

- *Campus Life and Student Activities* ................................................................................................... 14

- *Campus Recreation, Intramurals and Club Sports* ................................................................................ 14

- *Campus Safety* .................................................................................................................................... 14
  - Building Security/Access ...................................................................................................................... 15
  - Crime Prevention/Safety Services .......................................................................................................... 15
  - Sex Offender Registry ............................................................................................................................ 16
  - Crime Statistics (Clery requirement) ..................................................................................................... 17

- *Center for Community-Based Learning* ............................................................................................... 17

- *Dining Services* .................................................................................................................................... 17
  - Meal Plans .......................................................................................................................................... 18
  - Dining Room, Burwell Building ........................................................................................................... 18
  - Michael S. Brown Village Center Market and Galleria ....................................................................... 18
  - Meal Trade-Out ................................................................................................................................... 19
  - Food Service Policies ............................................................................................................................ 19
  - All retail locations on campus accept Visa and MasterCard for purchases ............................................. 19
  - Zach’s .................................................................................................................................................... 19

- *Diversity and Inclusion* ......................................................................................................................... 19

- *Facilities* ............................................................................................................................................... 19

- *Financial Aid and Scholarships* ........................................................................................................... 20
Campus Safety .................................................................................................................. 20
     Information Technology Services .................................................................................. 20
     IT Help Center ............................................................................................................. 21
     Use of Information Technology Resources .................................................................. 21

Library ............................................................................................................................ 21

Marketing and Communications ...................................................................................... 22

Post Office ....................................................................................................................... 22

President’s Office ............................................................................................................ 23

Religious and Spiritual Life ............................................................................................. 23
     Chaplain ....................................................................................................................... 24

Residence Life ................................................................................................................. 25
     The Space in the Mungo Center .................................................................................. 25

Title IX and Americans with Disabilities Act (ADA) ......................................................... 25

Wellness Center ............................................................................................................... 25
     The Wofford Wellness Program .................................................................................. 26
     Counseling Services .................................................................................................... 26
     Accessibility Services .................................................................................................. 26
     Quick Reference / Campus Contacts ........................................................................... 27
     Community Helplines and Support Groups ................................................................. 28
     Local Hospitals and Emergency Care .......................................................................... 28

Building Hours ............................................................................................................... 28

Campus Safety ............................................................................................................... 30

Emergency Response and Evacuation Testing ............................................................... 30

Fire Evacuation Procedures ........................................................................................... 30

Shelter in Place (Chemical Spill) .................................................................................... 30

Reporting a Fire on Campus ......................................................................................... 30

Emergency Medical Response Procedures ..................................................................... 31

Crime or Emergency Reporting (Clery requirement) ..................................................... 31

Campus Security Authorities (Clery requirement) ......................................................... 31

Confidential Reporting Procedures (Clery requirement) ............................................... 31

Identification Key Cards ............................................................................................... 32

Lost and Found .............................................................................................................. 32

Motor Vehicles .............................................................................................................. 32
     Vehicle Registration .................................................................................................... 32
     Handicapped Parking ................................................................................................. 33
     Vehicle Theft Protection ........................................................................................... 33

Protect Your Property/Insurance .................................................................................. 33

Bylaws of the Wofford College Campus Union .............................................................. 34

Article I. Basic Structure ............................................................................................... 34
     Section 1. Committee Definitions ............................................................................. 34
Article II. Committees .................................................................................................................. 34
Section 1. Elections and Nominations Committee .................................................................. 34
Section 2. Executive Committee .......................................................................................... 35
Section 3. The Wofford Activities Council .......................................................................... 35
Section 4. Campus Relations Committee ............................................................................ 35
Section 5. The Facility Affairs Committee .......................................................................... 36
Section 6. The Financial Affairs Committee ..................................................................... 36
Section 7. Wofford Live ....................................................................................................... 36
Section 8. The Wofford Athletics and Recreation Committee ............................................ 37

Article III. Ad Hoc Committees ............................................................................................... 38
Section 1. Purpose of Ad Hoc Committees ........................................................................... 38
Section 2. Creation of Ad Hoc Committees .......................................................................... 38
Section 3. Terms of Ad Hoc Committees .............................................................................. 38

Constitution of the Wofford College Campus Union ............................................................... 40

Article I. The Judicial System ................................................................................................. 40
Section 1. Organization ........................................................................................................ 40
Section 2. Election of Judicial Commissioners ................................................................... 40
Section 3. College Advocate ............................................................................................... 40

Article II. The Campus Union Assembly ............................................................................... 40
Section 1. Government of Student Body ............................................................................. 40
Section 2. Composition of the Assembly ............................................................................. 40
Section 3. Election of Assembly Members .......................................................................... 40
Section 4. Oath of Office ...................................................................................................... 41
Section 5. Duties and Powers of the Assembly .................................................................... 41
Section 6. Standing Rules of Business ............................................................................... 41
Section 7. Attendance Policy ............................................................................................... 42
Section 8. General Fund Allocation Policy .......................................................................... 42

Article III. The Officers of the Campus Union ....................................................................... 42
Section 1. Officers ................................................................................................................ 42
Section 2. Election of Officers ............................................................................................. 42
Section 3. Oath of Office ...................................................................................................... 43
Section 4. Duties of the Officers ........................................................................................... 43

Article IV. Impeachment and Recall .................................................................................... 43
Section 1. Impeachment ....................................................................................................... 43
Section 2. Presidential Veto ................................................................................................... 43
Section 3. Recall .................................................................................................................. 43

Article V. Referenda .................................................................................................................. 43

Article VI. Ratification and Amendment .............................................................................. 44
Section 1. Effective Date ....................................................................................................... 44
Section 2. Amendments ....................................................................................................... 44

Code of Student Rights and Responsibilities ............................................................................ 45
Preamble .................................................................................................................................. 45

Relationships between College Code and Other Authorities .................................................. 45
A. Civil Law ........................................................................................................................... 45
Conduct of Wofford Students While on Other College Campuses ................................................................. 45

Educational Rights and Responsibilities ........................................................................................................ 45
A. Right of Inquiry ........................................................................................................................................... 45
B. Right of Expression ................................................................................................................................. 45
C. Freedom of Association ........................................................................................................................ 46

Social Responsibilities ................................................................................................................................. 46
A. Conduct Affecting the Person, Property or Rights of Others ................................................................. 46
B. Alcohol Policy ........................................................................................................................................ 46
C. Drug Policy ............................................................................................................................................. 46
D. Sexual and Gender-Based Misconduct .................................................................................................. 46
E. Discrimination and Harassment .............................................................................................................. 47
F. Civil Law ................................................................................................................................................ 47
G. Gambling ................................................................................................................................................. 47
H. Hazing ...................................................................................................................................................... 47
I. Firearms .................................................................................................................................................. 47
J. Fireworks and Other Weapons ................................................................................................................ 47
K. Commercial Solicitation ......................................................................................................................... 47
L. Responsibility to Campus Safety Officers .............................................................................................. 47

Honor Code .................................................................................................................................................. 47

Preamble ....................................................................................................................................................... 47
A. Academic Dishonesty .............................................................................................................................. 48
B. Honor Pledge .......................................................................................................................................... 48
C. Honor Council ......................................................................................................................................... 48
D. Sanctions ................................................................................................................................................ 50
E. Communications .................................................................................................................................... 51
F. Safeguards ............................................................................................................................................. 52
G. Appeals .................................................................................................................................................. 52
H. Revision .................................................................................................................................................. 52

Sanctions ..................................................................................................................................................... 53
A. Fines ........................................................................................................................................................... 53
B. Referral .................................................................................................................................................... 53
C. Apology .................................................................................................................................................. 53
D. Warning ................................................................................................................................................ 53
E. Community Restitution .......................................................................................................................... 53
F. Loss of Housing ................................................................................................................................... 53
G. Financial Restitution ............................................................................................................................. 53
H. Suspension ............................................................................................................................................ 53
I. Expulsion ................................................................................................................................................ 53
J. Suspended Sentence ............................................................................................................................... 53
K. Records .................................................................................................................................................. 53
L. Notification of Parents and Guardians .................................................................................................... 54
M. Disciplinary Probation ........................................................................................................................... 54
N. Other Sanctions as Deemed Appropriate ............................................................................................. 54
O. Failure to Comply with Sanctions ......................................................................................................... 54

Procedural Safeguards .................................................................................................................................. 54
A. Searches of Residence Hall Rooms/Apartments or Houses Leased by Greek Letter Organizations ...... 54
B. Due Process of Law ................................................................................................................................. 54

The Judicial System .................................................................................................................................... 55
Wofford College does not discriminate on the basis of race, color, creed, religion, sex, age, national origin, disability, veteran status, sexual orientation or any legally protected status. (Wofford College Board of Trustees, adopted October 2012) The following persons have been designated to handle inquiries regarding the nondiscrimination policies: Director of Human Resources, 864-597-4230, or Assistant Director of Residence Life, 864-597-4066; address: 429 N. Church St., Spartanburg, SC 29303-3663.
College Offices and Services

Academic Administration
The provost, associate provosts, dean of international programs, assistant dean of international programs, chairs of academic departments, registrar’s office staff, dean of student success, dean of the library and assistant librarians make up the administrative staff for the academic program. Functions and services are described in this section of the Student Handbook.

Provost
Located on the second floor of the DuPré Administration Building
Phone: 864-597-4020 Fax: 864-597-4018

Michael J. Sosulski, provost
Boyce Lawton, dean for student success
Begoña Caballero-Garcia, associate professor and dean of diversity and inclusion
Melissa Mann, executive assistant to the provost
Rebecca R. Parrish, grant specialist

The provost works with the president, the administrative staff, the faculty and its committees to provide leadership and coordination for the academic program of Wofford College.

International Programs
Located in the Michael S. Brown Village Center
Phone: 864-597-4430 Fax: 864-597-4029

Amy E. Lancaster, dean for international programs
Bence E. Bays, study abroad adviser
Laura P. Braun, assistant dean for international programs
Sara K. Milani, international programs adviser
Tracey Southers, administrative assistant

The Office of International Programs directs the study abroad program and coordinates international student advising and the travel/study portion of Interim.

Undergraduate Research and Post-Graduate Fellowships
Located in the Daniel Building, Room 210
Phone: 864-597-4402

Ramon Galinanes Jr., director of undergraduate research and post-graduate fellowships

The Office of Undergraduate Research and Post-Graduate Fellowships provides support to all aspects of the undergraduate research and other creative activities in which students and faculty members are collaborative partners in scholarly/creative projects. The office provides support for campus conferences and events in which student scholarship is showcased. The office is also responsible for the recruitment and advising of students interested in national fellowships and postgraduate scholarships including, but not limited to, Fulbright, Rhodes, James Madison, Truman, Marshall and Gates Cambridge.

Chairs of Academic Departments
The chairs of the academic departments work with the faculty in their departments to develop curriculum and instruction in their fields. Questions about courses, schedules, major requirements or career opportunities in the various disciplines may be directed to the chair of the department in which the student is interested.

Registrar
Located on the first floor of the DuPré Administration Building
Phone: 864-597-4030 Fax: 864-597-4019

Jennifer R. Allison, registrar
The Office of the Registrar maintains the official academic record for each student in accordance with the academic regulations established by the Wofford College faculty and the Family Educational Rights and Privacy Act (FERPA) of 1974. A description of the rights afforded by FERPA can be found at www.wofford.edu/registrar/FERPA/. Student records are confidential and are not disclosed to third parties without the explicit written consent of the student. Academic activities, such as registration, initial advising of transfer students, collection and posting of final semester grades, release of official transcripts, verification of the completion of all degree requirements and the conferring of baccalaureate degrees, are managed within the office. The Office of the Registrar also manages additional aspects, such as enrollment and degree verification, processing of withdrawals and program declarations, graduation and the commencement ceremony.
Academic Support
Dr. Boyce M. Lawton III, dean of student success

The Writing Center
Wofford College offers its students the services of the Writing Center, located on the top floor of the Sandor Teszler Library. Students have easy access to library resources as well as to computer stations for internet research and word processing. Staffed by Dr. Deno Trakas, Laura and Winston Hoy Professor of English, and several student tutors, the Writing Center is open 1-4 p.m. Monday through Friday and 7-9 p.m. Sunday, Monday, Tuesday and Thursday. The center offers help with study, reading and research skills, but its primary focus is to help with writing (generating ideas, developing and supporting ideas, organization, grammar, punctuation, editing). The role of the assistants is to respond thoughtfully and critically to papers at any stage of the writing process and to help students improve their writing through discussion and instruction. They do not proofread papers or make corrections to papers.

Tutoring Services
Dr. Natalie Grinnell, Reeves Family Professor in the Humanities, directs the college’s Peer Tutoring Program for students who need academic help. Through the program, the college provides free tutoring. Peer tutors are students with excellent academic reputations who have been approved by the faculty to tutor other students. To arrange for peer tutoring, contact peertutor@wofford.edu (all subjects) or flpeertutors@wofford.edu (modern languages, literatures and cultures).

Help with Academic Concerns
Students should talk with the professor first about any problem they may have in a course. It is best to make an appointment, but most faculty members are eager to take care of an urgent problem anytime. If students are unclear about what is expected, do not understand the reasons for their grades, are having difficulty with the material in the course or cannot find the resources they need, they should talk with the professor.

If students have concerns that they think are not addressed by the professor, they should talk with their adviser or with the chair of the department, then with the provost.

Academic regulations as well as degree and program requirements may be found in the college catalog at www.wofford.edu/catalog. Students with questions regarding academic policies should contact the Office of the Registrar.

Advising
Faculty members serve as advisers to help students formulate their educational objectives and to use the resources of Wofford College to meet those objectives. Advisers also help students understand the college’s rules and requirements. Advisers give both information and advice. They are the first contact for assistance with almost any problem students may have. Every student has an academic adviser. Students are assigned an adviser with whom they are to work until they select a major. The department chair or major coordinator advises students who have declared a major.

Also, individuals named below serve as advisers for students with special interests. Students are encouraged to contact them for information.

Pre-Med: Biology ............................................................... Dr. John Moeller and Dr. Natalie Spivey
Pre-Med: Chemistry ......................................................... Dr. Chris Waidner
Pre-Med: Psychology ....................................................... Dr. Cecile Nowatka
Pre-Vet ................................................................. Dr. G.R. Davis
Pre-Dental ............................................................... Dr. Charles Bass
Pre-Pharmacy ........................................................... Dr. Heidi Bostic
Pre-Engineering ......................................................... Dr. Mackay Salley
Pre-Law ............................................................... Dr. David Alvis, John Fort and Dr. Dawn McQuiston
Pre-Ministry ............................................................ The Rev. Dr. Ron Robinson
International .............................................................. Amy Lancaster, Bence Bays, Laura Braun, Sara Milani
Teacher Education ..................................................... Dr. Ed Welchel
Transfer Students ........................................................ Jennifer Allison and Tammie Burgess
Admission
Located in Hugh S. Black Building
Phone: 864-597-4130 Fax: 864-597-4147

Brand R. Stille, vice president for enrollment
John W. Birney, director of admission
Crystal R. Crawford, director of admission communication
F. Adelaide Dunn, admission counselor
Kelley Fitzgerald, admission counselor
Mary Carman Jordan, assistant director, director of campus events
Paula H. Keel, application coordinator, admission counselor
Kim A. Lytle-Brown, administrative assistant
Cassidy B. Matano, visit coordinator
Collins W. McCraw, senior associate director of admission, director of athletic admission
Kathryn Mominee, admission counselor
Arsenio O. Parks, senior assistant director, director of diversity and inclusion admission
B. Rhett Sapough, assistant director, director of international and transfer admission
Emily L. Sirbaugh, admission counselor
Dalton Sullivan, admission counselor
Megan P. Tyler, associate director, director of Wofford Scholars Program

The staff is responsible for recruitment and admission of all students to Wofford College. Wofford students who are interested in assisting the staff are invited to apply for membership to the Wofford Ambassadors. Members of this group are responsible for providing tours for prospective students, assisting with the Hospitality Day and Scholars Day programs and hosting overnight visitors.

Important events and dates for the 2019-20 academic year include:
First Fall Hospitality Day .................................................. Sep. 21, 2019
Second Fall Hospitality Day ................................................... Oct. 26, 2019
Scholars Day ........................................................................ Nov. 16, 2019
First Main Event .............................................................. March 15-16, 2020
Second Main Event .............................................................. March 22-23, 2020
Spring Hospitality Day ......................................................... April 25, 2020

Advancement
Located in the Papadopoulos Building
Phone: 864-597-4200

Dr. David S. Wood, senior vice president for advancement
Jessica L. Bonds, program coordinator, engagement and annual giving
Margaret Brantley, leadership giving officer
Lisa H. De Freitas, director of gift planning
Beverly J. Doster, gift entry and donor records specialist
Anneliesa Finch, leadership giving officer
Lisa E. Goings, director of advancement operations
Thom M. Henson, director of parent engagement
Mary Kathryn Jolly, Terrier Club membership services and events coordinator
Kia Keiser, Phone-a-Thon and direct mail coordinator
Calhoun L. Kennedy Jr., associate vice president and executive director of development
Eileen P. Krauze, alumni/constituent records assistant
Terri L. Lewitt, senior associate athletics director for development
Molly P. Merrill, leadership gift officer
M. Jordan Moeller, manager of young alumni and student programs
Melissa G. Petoskey, administrative assistant to the senior vice president for advancement
Amanda K. Richardson, director of annual giving
Dina K. Roberts, executive director of engagement and annual giving
Keith R. Shambaugh, gift entry and donor records specialist
Elizabeth B. Shuler, director of donor relations

The Office of Advancement is responsible for cultivating relationships to increase support among Wofford College’s constituents. This includes overseeing fundraising programs to secure support from annual gifts, major gifts, planned gifts and corporate and foundation gifts. All gifts to Wofford are processed through the office as well as all efforts to build and steward relationships with potential and current donors. In addition to the staff listed above, the Office of Advancement employs approximately 40 students each year to work in the Wofford on Call Program to solicit donations to the college from alumni and parents.

**Engagement and Annual Giving**
Located in the Papadopoulos Building, the Office of Engagement and Annual Giving is part of the Advancement Office.
Phone: 864-597-4208  Fax: 864-597-4219

Dina K. Roberts, executive director of engagement and annual giving
Jessica Bonds, administrative assistant for alumni and parent engagement
Thom M. Henson, director of parent engagement
M. Jordan Moeller, manager of young alumni and student programs
Amanda K. Richardson, director of annual giving

The mission of the Office of Engagement and Annual Giving is to provide opportunities for alumni, students, parents and friends to connect with each other and support Wofford College. Various programs and events are sponsored throughout the year to appeal to the broad talents and interests of our constituents. Such programs include Family Weekend, Homecoming, class and/or affinity reunions, alumni travel opportunities and more than 50 local and regional events. In addition, the office is responsible for raising approximately $1.6 million in annual operating support through The Wofford Fund. The Wofford College Alumni Association Board, Parents Association and Parents Leadership Council also function through the Office of Engagement and Annual Giving.

**Athletics**
Located on the second floor of the Richardson Physical Activities Building (Phone: 864-597-4090, Fax: 864-597-4129), the Joe E. Taylor Athletic Center (Phone: 864-597-4290, Fax: 864-597-4112) and the Jerry Richardson Indoor Stadium (Phone: 864-597-4090, Fax: 864-597-4129)

Richard A. Johnson, director of athletics
Johnny C. Bomar, head cross country/track and field coach
Trent Bunn, assistant women’s basketball coach
Will Christman, director of sports medicine (FB)
Josh Conklin, head football coach
B.J. Connolly, assistant football coach, tight ends
Riley Cox, assistant athletics trainer (MSCO, BB)
Seth Cutler-Voltz, assistant baseball coach
Anthony DiCarlo, director of athletics video services
Sam Dunnett, assistant strength and conditioning
J.J. Edwards, assistant baseball coach
Kim Eldridge, head women’s lacrosse coach
Jake Farkas, director for marketing and promotions
Seth Flanagan, assistant rifle coach
Matt Freibaum, assistant women’s soccer coach
Jimmy J. Garrity, head women’s basketball coach
Anna Gearhart, assistant athletics trainer (VB, LAX, Cheer)
Emily Grant, head women’s soccer coach
Rob Greene, assistant football coach, cornerbacks
Carly Hall, head cheer coach
Randy Hall, head rifle coach
Krissy Hall, head women’s tennis coach
Randy Hall, head rifle coach
Alex Hamilton, head men’s golf coach
Shannon Hansen, Wofford Sports Properties
Alyss Hart, associate head athletics trainer (MBK, GOLF, RIF)
Paul Hemrick, assistant men’s basketball coach
Department of Athletics Mission: Wofford College will provide high-quality educational experiences for its student-athletes through successful competition in intercollegiate athletics in the Southern Conference while simultaneously maintaining and enhancing the academic profile and achievements of its student-athletes, paying special attention to the needs of minorities and women and contributing significantly to the successful marketing of Wofford College. All administrators and coaches are accessible to students. Students are involved in the athletics program as student-athletes, cheerleaders, trainers, managers, video photographers and student assistants.

A member of NCAA Division I (Football Championship Subdivision) and the Southern Conference, Wofford offers 19 sports. Men’s teams are fielded in baseball, basketball, cross country, football, golf, soccer, outdoor and indoor track and tennis. Women compete in basketball, cross country, golf, lacrosse, outdoor and indoor track, soccer, tennis and volleyball. Rifle is offered as a coed sport.

Wofford is fortunate to have some of the nation’s finest athletics and recreational facilities. These include the Jerry Richardson Indoor Stadium, the John E. Reeves Tennis Center, the Benjamin Johnson Arena, Gibbs Stadium, the Richardson Physical Activities Building, the Joe E. Taylor Athletic Center, Snyder Field and Russell C. King Field at Switzer Stadium. Wofford also offers practice and intramural fields for soccer and football.

**Bookstore**
The Wofford College Bookstore
Located at 501 N. Church St. across from the Papadopoulos Building  
Phone: 864-582-6514    Fax: 864-591-1686

Rebecca Liakos, store manager  
Kathryn Carter, textbook manager  
Email address: wofford@bkstr.com  
Web address: www.woffordshop.com

The hours of the bookstore are 9 a.m.-5:30 p.m. Monday-Friday and 11 a.m.-4 p.m. on Saturday. The store also is open for special events and home football games. Check the store’s website or call the bookstore for most up-to-date hours.

Items available for purchase include textbooks, trade books, books by Wofford faculty, clothing, gifts, class rings and academic regalia. Cash, checks and all major credit cards, and student book vouchers are accepted forms of payment. The bookstore also provides shipping services.

**Business Office**

Located in Snyder House  
Phone: 864-597-4220    Fax: 864-597-4239

Chris L. Gardner, chief financial officer  
Sheena C. Anderson, executive assistant to the chief financial officer and office manager  
Rosa L. Bethea, human resources coordinator  
Jason H. Burr, associate vice president for facilities and capital projects  
Lynne J. Casalino, payroll coordinator and staff accountant  
Julia E. Covington, post office associate  
Dan P. Deeter, director of purchasing and risk management  
Lani J. Foster, director of special projects and financial systems  
Sherri M. Gossett, accounts payable specialist  
Kathy M. Kelley, student accounts administrator  
Chee Lee, human resources director  
Julie Leighty, benefits manager  
Brittany N. McDowell, assistant vice president of finance  
A. Maria Means, senior accountant  
Kathleen Mekdara, senior accountant  
Delia N. Patel, post office supervisor  
David Phillips, accounts payable account  
Raymond H. Ruff III, director of constituent management systems and process improvement  
Michelle H. Smith, assistant controller

The Business Office is responsible for the management of student accounts, Perkins Loan administration, payment of invoices, payroll processing and the accounting and finance functions of Wofford College. The chief financial officer also supervises the Campus Post Office and auxiliary services for the college.

**Campus Life and Student Development**

Located on the first and second floors of the Campus Life Building  
Phone: 864-597-4040    Fax: 864-597-4049

Roberta Bigger, vice president, the division of campus life and student development  
Beth Clardy, assistant to the vice president

The Campus Life and Student Development office supports the mission of the college by providing opportunities and guidance so that students can develop mentally, spiritually, socially, emotionally, intellectually and physically. This is accomplished through programming organized within residence life, student activities, diversity and inclusion, Fraternity and Sorority Life, the Wellness Center, counseling, campus safety, campus recreation, club sports and intramurals, student government, the student judicial system and new student orientation.

The offices are open 8:30 a.m.-5 p.m. Monday-Friday. The staff has an open-door policy and will see students without regard for ethnicity, culture, ability, gender, sexual orientation, religion, socioeconomics status and ability. To ensure
that a staff member is available at a convenient time, students are encouraged to make an appointment. Students who have an emergency may call the Department of Campus Safety at 864-597-4911 for the name of the staff member on call.

**Campus Life and Student Activities**

Located on the second floor of the Campus Life Building  
Phone: 864-597-4042

Alexa L. Riley, director of student activities and campus life  
Talicia Murphy, coordinator of student activities and campus life

Student activities is one of the three major focuses of the student involvement program. The student activities office sponsors a variety of speakers, concerts, movies and other events in the Campus Life Building and elsewhere on campus throughout the year. The director of student activities oversees the Wofford Activities Council (W.A.C.), Wofford Live and Wofford Athletics and Recreation Committee (W.A.R.). Each of these groups are committees of the Campus Union. W.A.C. is the student-led social programming group, whose members oversee every aspect of the event planning process – from planning and producing events to marketing and promotions to hospitality. Wofford Live is a committee of students that works to bring well-known musical acts to campus. W.A.R. helps promote all athletic events on campus by bringing students to the games to cheer on their fellow Terriers.

Wofford has many different student organizations in which students may get involved; groups include, but are not limited to, APO, Campus Union, Ducks Unlimited, OLAS, WoCo Gives and Active Minds. The office supports student clubs and organizations, providing resources for students to start new groups, plan events and promote their organizations to the campus community. Wofford offers a complete educational, cultural and social experience that contributes to student development and success.

**Campus Recreation, Intramurals and Club Sports**

Located in the Campus Life Building  
Phone: 864-597-4069

Steve Traylor, director of campus life, club sports, campus recreation & intramurals

Wofford College offers a comprehensive program of intramural, recreation and club sports activities. These programs include team sports, individual sports, fitness classes, competitive club sports, and outdoor recreation activities. Students, faculty, and staff are encouraged to participate. The fitness class program is extremely popular, and comprehensive. The classes offered include zumba, pilates, yoga, ab-lab, boot camps, buns of steel, high-intensity interval training, ballet core, cardio dance blast, tae won do and afrobeat. Popular intramural team sport leagues include Terrier Tag (Wofford’s version of flag football), soccer, dodgeball, indoor 6v6 volleyball, basketball, softball, and beach volleyball (4v4). Individual sport league favorites are tennis, racquetball, and disc golf. Competitive club sports which are offered are men’s lacrosse, women’s volleyball, equestrian, soccer, and tae kwon do, baseball, swimming and golf. Additional recreation clubs offered are outdoor recreation, and a fly-fishing club. There is certainly something for everyone.

**Campus Safety**

Located in Campus Life Building  
Phone: Emergency, 864-597-4911  Non-emergency, 864-597-4350, 4352

J. Randy Hall, director  
Rilie Allen, officer  
T. Tara Arena, dispatcher  
J’von L. Cox, officer  
G. Len Elder, officer  
Roy A. Evans, officer  
Dwayne E. Harris, supervisor/lieutenant  
David W. Hogsed, sergeant  
Jason T. Huckabee, officer/corporal  
Robert E. Knight, officer  
Catherine A. Kozlowski, officer
James L. Powell Jr., sergeant
Christina N. Roberson, dispatcher
J. Michael Roper, officer/dispatch supervisor
Theo D. Saar III, sergeant
Tony W. Self, officer
J. Warren Snead, officer
Travis L. Thompson, dispatcher

The Department of Campus Safety is committed to providing and maintaining, to the greatest extent possible, a safe and peaceful environment where the missions of learning, teaching and academic achievement can be accomplished. The department is committed to providing high-quality law enforcement and security services that are responsive to the diverse needs of our students, faculty, staff and visitors. Campus safety officers are trained and certified as state constables through the South Carolina Criminal Justice Academy or armed security officers through the South Carolina State Law Enforcement Division (SLED). The officers provide for the safety and security of all who visit, study, live and work on the campus 24 hours a day, seven days a week. Campus safety officers have the authority and power to arrest any person violating South Carolina law on Wofford’s campus and property, areas immediately adjacent to the campus or property and non-campus property that is owned or controlled by the college. All officers wear Department of Campus Safety uniforms and are armed. All officers operate under the department’s policy and procedures manual and other requirements set by the college. Jurisdiction of Wofford officers does not extend beyond the reportable Clery geography as mentioned above including areas and property not owned, leased or controlled by the college.

Campus safety officers work closely with law enforcement agencies in Spartanburg County and, in particular, with the City of Spartanburg Police Department and the Spartanburg County Sheriff’s Office. When Wofford students are involved in an off-campus offense, campus safety personnel may assist with the investigation in cooperation with local, state or federal law enforcement.

The Goodall Environmental Studies Center in Glendale, S.C., is owned and operated by Wofford College. It is patrolled jointly by both the Wofford Department of Campus Safety and the Spartanburg County Sheriff’s Office. The Spartanburg County Sheriff’s Office also works closely with campus safety and provides drug testing and investigative support to the college through signed memoranda of agreement. The Spartanburg County Communications Department also works with campus safety officers and has conducted several training classes for the department. Communications notifies campus safety any time there is an event on or in proximity of campus that may affect the safety and security of the campus, enabling the prompt issuance of a campus-wide alert or warning.

On occasion, the department has worked with law enforcement agencies outside of the county, including SLED and the Federal Bureau of Investigation (FBI). The department coordinates activities with the security and public safety departments of the county’s six other colleges and universities in the Spartanburg community and shares information and intelligence readily. Wofford College does not have organizations that own property or regularly meet at off-campus locations. Student organizations occasionally hold activities off campus. Campus safety officers, in accordance with South Carolina law, do not patrol or monitor activities at these off-campus locations. The Department of Campus Safety is responsible for issuing identification card-key access to students and employees. All students, faculty and staff are responsible for getting an identification card and registering any and all of their vehicles with the department. Additional campus safety policies are listed elsewhere in this handbook.

**Building Security/Access**

Wofford College maintains an open campus. As such, the public (including but not limited to students, visitors, alumni, and parents) can and do come on to College property throughout the day and night. Residence halls and apartments are secured 24 hours a day through a campus key card security system. Campus safety issues each student an ID card that serves as a key card to access his or her residence hall. The card also opens Roger Milliken Science Center, the first floor of the Michael S. Brown Village Center, the Rosalind Sallenger Richardson Center for the Arts, Jerry Richardson Indoor Stadium, Ben Johnson fitness center and the Richardson Physical Activities Building on weeknights and on weekends. During business hours, the college buildings (except residence facilities) are open to students, guests, parents, contractors and employees. During non-business hours access to college facilities is gained through employee-issued keys or by campus safety personnel (with prior approval). During academic holidays residence halls are locked by deactivating student key card systems. Campus safety officers routinely patrol the interior and exterior of campus administrative and academic buildings at night and the exterior of residence facilities.

**Crime Prevention/Safety Services**

Campus safety conducts safety programs for students during the summer FYI Orientation Programs for all incoming students. FYI Orientation Programs for new students are conducted twice each summer for incoming first-year students and
their parents and in August and February for transfer students each year. Topics covered include personal safety, property protection and campus alcohol and drug policies. Officers work with residence life staff and conduct crime prevention presentations during residence hall meetings and programs as well as contribute information for the residence life newsletter and college paper. Campus safety directs fire safety and prevention classes for resident directors and resident assistants each year, and campus safety executes fire safety and evacuation training for residents during the first 10 days of the semester. Officers also conduct evacuation drills of academic buildings as well as administrative buildings on campus. Campus safety officers organize other programs for resident students and campus organizations to include bike safety, vehicle maintenance, personal safety presentations and sexual assault awareness programs throughout the year. These programs are intended to make students and employees aware of safety and crime considerations and to encourage the campus community to take responsibility for their own safety and security. Officers take part annually in facility safety tours that focus on working with the student-led Campus Union Facility Affairs Committee and other concerned students and employees to include facilities staff in identifying areas of concern, especially areas with poor lighting. Risk mitigation actions to identified areas of concern are quickly taken in most cases within a week. Campus safety provides escorts for employees and students and are available 24 hours a day for this service. Typical crime prevention services and programming include:

- **Operation Property ID:** The Operation Property ID program is presented during all orientation programs and is on the campus safety web page. Campus safety encourages all students to register valuable and pilferable items that they bring to campus; forms are available online. These forms can be stored at the Department of Campus Safety and retained by the students for identification in case items are stolen. Engravers also are available in the campus safety to mark property. To access a useful form to record your serial numbers, go to https://www.wofford.edu/wofford.edu/Documents/Student%20Experiences/Campus%20Safety/OperationID.pdf.

- **Alcohol awareness:** Campus safety partners with the Office of Residence Life to sponsor alcohol awareness programs that include those focusing on the effects of alcohol impairment and related laws and a controlled drinking exercise. Other programs sponsored by the Wellness Center, Greek Life and the Wofford Activities Council also are conducted throughout the year. All first-year students have a module in their first-year seminar that covers the college alcohol and drug policy and bystander intervention.

- **Personal safety:** Safety tips are provided for students during orientation programs and in residence life programming in conjunction with campus safety. Emergency phones are located throughout campus, and these are explained in new student orientation presentations. Campus safety provides safety escorts for any student or employee on campus 24 hours a day, seven days a week. To access a safety escort, call 864-597-4911.

- **Workplace violence prevention/active shooter training:** Campus safety provides training on workplace violence on its website for all students and employees. Campus safety officers conducted five active shooter classes for employees and students.

- **First-year student, transfer and parent orientation:** The director of campus safety educates students and their parents on security programs, services, the card key access system, emergency notification, campus parking policies, vehicle registration and property theft protection and identification. In 2018, campus safety officers conducted six orientation programs for students and parents during summer orientation in June.

- **Escorts from parking lots and to/from buildings:** Campus safety officers provide escort services for students and employees to ensure that they reach their destination safely. Escorts may be requested by calling 864-597-4350.

- **Self-Defense, sexual assault awareness and bystander intervention training:** Officers conduct on-going self-defense and sexual assault awareness training in conjunction with the campus Wellness center and Safety Committee of the Campus Union. Officers conducted self-defense and sexual assault awareness for sororities and athletic teams. Officers conducted eight presentations for female athletics teams/organizations and four crime prevention/awareness and sexual assault prevention programs for male athletics teams and organizations in 2018.

- **Environmental safety surveys for the campus:** Campus safety works with Campus Union and the facilities staff by conducting lighting and safety surveys of the campus. Information gained is collected and evaluated by the facilities staff for safety and security improvement actions. Officers, staff and students conducted an environmental safety survey in December.

- **Bicycle registration program:** Campus safety offers a free bicycle registration program that allows bike owners to register bikes on campus with the Department of Campus Safety. Campus safety provides registration permits at no cost. To access the bicycle registration form online, go to https://my.wofford.edu/student and click on Bicycle Registration in the center column. Go by the Department of Campus Safety and pick up a registration sticker.

- **Operation Secure Your Room:** Officers routinely pick apartment blocks at the senior Village and check for blocked/propped doors. After door surveys, officers report to residence life, which addresses the violations.

**Sex Offender Registry**

In accordance with the Federal Crime and Safety Reporting Act, Wofford College provides the website of South Carolina sex offenders on the campus safety website. Sex offender information also can be located at http://scor.sled.sc.gov/ConditionsOfUse.Aspx. The site lists the address of registered sex offenders and provides a picture of
the offender. To determine whether any offenders are registered within proximity of the campus, enter 429 N. Church St., Spartanburg, S.C. 29303 and hit search. Students who live off campus and want to determine whether any sex offenders live near your address, type that complete address in and hit search.

**Crime Statistics (Clery requirement)**
The college collects and submits crime statistics annually in its Annual Security and Fire Safety Report and also to the Department of Education through its website. A daily crime log and the Annual Security and Fire Safety report are available 24-hours a day on the campus safety website (https://www.wofford.edu/student-experiences/campus-safety/crime-and-incident-reports) and hard copies are available at the campus safety office in the Campus Life Building. Campus safety makes a written request annually to all Campus Security Authorities. All Clery-reportable crimes occurring on campus, public property adjacent to campus and non-campus property owned or controlled by the college is included in Wofford statistical crime data. The Annual Security and Fire Safety Report is compiled and distributed annually prior to Oct. 1 by campus-wide email and hard-copy by request at the campus safety office, the Office of Admission and the human resources office.

**Center for Community-Based Learning**
Located in the Michael S. Brown Village Center
Phone: 864-597-4400

Jessalyn W. Story, director of the Center for Community-Based Learning  
James E. Stukes, coordinator of college access and student success  
Toria B. Teamer, Bonner Scholars Program manager  
Tracey L. Southers, administrative assistant

Wofford’s Center for Community-Based Learning (CCBL) is the connective tissue between Wofford and Spartanburg, and the primary coordinating structure for advancing campus-wide community engagement, supporting Wofford’s strategic vision of “preparing superior students for meaningful lives as citizens.”

The CCBL can help you find and live into your purpose: “where your deep gladness meets the world’s deep need.” Through academic community engagement in nine (and counting) academic disciplines and many co-curricular engagement opportunities, and through thoughtfully sequencing and reflecting on these experiences, students will: strengthen their democratic values and civic responsibility; discover their strengths and interests; and integrate their academics and vocational aspirations – all while addressing critical societal issues and meaningfully contributing to the public good.

Student learning outcomes from CCBL programming include: civic agency, civic identity, empathy, integrative learning, perspective-taking, leadership, communication, knowledge of place, diversity competence and social justice.

Opportunities for students to get involved abound, including:

- Academic civic engagement classes.
- iCAN near-peer college access mentoring.
- Volunteer Income Tax Assistance (VITA).
- Bonner Scholars Program.
- Intergenerational Connections program.
- Internships, placements and projects with community partner organizations.
- Community service federal work study.
- “Pathways to Purpose” civic learning showcase.


**Dining Services**
Located on the first floor of Burwell Building  
For questions about dining services, meal plans or catering requests, please call 864-597-4256 or visit http://aviserves.com/wofford

Zach’s Food Court, Campus Life Building: 864-597-4071  
The Market, Michael S. Brown Village Center (MSBVC): 864-597-4245
Dining services are operated by AVI Fresh. All resident students must participate in a meal plan. Please speak with AVI Fresh staff regarding any restrictions with the below meal plans. Meal plans feature Terrier Bucks, reloadable dining dollars, which can be used at all dining locations. Terrier Bucks can be reloaded online or at the cash register in the Burwell Dining Hall.

**Meal Plans**

Resident students choose one of the following plans:

- **All Access Plan**: Unlimited meal swipes plus $120 Terrier Bucks during fall semester, $30 Terrier bucks during Interim and Interim and $120 during spring semester.
- **All Access Premium Plan**: Unlimited meal swipes plus $230 Terrier Bucks during fall semester, $40 during Interim, and $230 during spring semester. The price of this plan is an additional $100 per semester above the normal room and board rate.
- **Meal Plan**: 12 meals per week plus $220 Terrier Bucks in the fall, $50 Terrier Bucks during Interim and $220 Terrier Bucks in the spring.
- **Commuter Block**: 50 meals to eat anytime in Burwell plus $150 in Terrier Bucks for a fee of $460; 100 meals to eat anytime in Burwell for a fee of $595. This meal plan can be purchased in the AVI Fresh office located on the first floor of Burwell.

Meal plans are recorded on the Wofford ID card, which must be presented to use Terrier Bucks or meal plans in any location. Students will not be admitted without their Wofford ID.

**Dining Room, Burwell Building**

Hours of Operation

**Monday-Friday**
- Breakfast: 7-9:30 a.m.
- Continental Breakfast: 9:30-10:59 a.m.
- Lunch: 11 a.m.-1:30 p.m.
- Continental Lunch: 1:31 p.m.-4:59 p.m.
- Dinner: 5-8 p.m. (Fridays subject to patio)

**Saturday**
- Brunch: 10:30 a.m.-1:30 p.m.
- Late Lunch: 1:30-4:59 p.m.
- Dinner: 5-7 p.m.

**Sunday**
- Brunch: 10:30 a.m.-1:30 p.m.
- Late Lunch: 1:30-4:59 p.m.
- Dinner: 5-7 p.m.

**Michael S. Brown Village Center Market and Galleria**

**Market**
- Monday-Friday: 8 a.m.-9 p.m.
- Saturday: Noon-9 p.m.
- Sunday: 4 p.m.-8 p.m.

**Galleria**
- Monday-Thursday: 11 a.m.-2 p.m. / 5-11 p.m.
Zach’s Food Court will offer meal trade-out (Monday-Friday) from 9 a.m.-10 a.m./11 a.m. – 2 p.m./5 p.m. – 9 p.m.

The Galleria (Michael S. Brown Village Center) will offer lunch trade-out (Monday-Friday) at 11 a.m.-2 p.m.

Food Service Policies

- Food service is available when the residence halls are open.
- Takeout from dining room are not permitted with the exception of one piece of fruit or one ice cream cone.
- No containers such as cups, beverage containers or food containers may be taken into or out of the dining room.
- Appropriate clothing (including shirts, shoes, shorts or pants) must be worn in all food service establishments.
- Outside alcoholic beverages are not permitted in the dining areas.
- Every effort will be made to meet the needs of students with special dietary requirements. Students who are under a physician’s care and need a special diet should contact the director of dining service and the director of the Wellness Center for accommodations.

All retail locations on campus accept Visa and MasterCard for purchases.

Zach’s
Located on the first floor of the Campus Life Building
Phone: 864-597-4070 or 597-4071
Rod Martin, director of retail

Hours of Operation:
Monday-Friday ................................................................. 9 a.m.-10 p.m.
Saturday ................................................................. 11 a.m.-10 p.m.
Sunday ................................................................. 2-10 p.m. (Terrier Grounds Only)

AVI Fresh operates Zach’s Food Court for the benefit of Wofford students, faculty and staff. Zach’s features Chick-fil-A, Boar’s Head and a variety of grab-and-go items. Zach’s accepts Terrier Bucks, cash and credit cards. Meal trade-out will be available during lunch, 11 a.m. to 2 p.m., Monday through Friday during the fall and spring semesters.

Diversity and Inclusion
Located on the second floor of the Campus Life Building
Phone: 864-597-4066

Nadia Glover, coordinator of inclusive engagement

The Office of Diversity and Inclusion strives to create and sustain a community where all students, faculty and staff feel appreciated and valued. We will accomplish this by promoting inclusive excellence through celebrating and cultivating student identities, social justice initiatives, diversity education, multicultural programming and sustaining supportive resources.

Diversity education includes working with students of various races, creeds, religions, national origins and/or sexual orientation. Outreach areas include, but are not limited to residence life programming; student life programming; general student contact and referral; professional and student staff development; training, and orientation of student staffs; and program support to student organizations. Additionally, the Office of Diversity and Inclusion offers direct support to students from diverse populations and advises cultural student organizations on campus to help promote a culture of awareness, equity, and inclusion.

Facilities
Located at 640 Cumming St. (across from the Jerry Richardson Indoor Stadium)
Phone: 864-597-4380
The members of the physical plant staff are responsible for all maintenance, repairs and general upkeep of approximately 75 buildings on the 200-acre campus. Any change to or attachment to any building’s interior or exterior must be approved and coordinated by the facilities director or vice president for facilities and capital projects. Further information about this department for resident students is listed under residence life policies.

**Financial Aid and Scholarships**
Located on the second floor of the Hugh S. Black Building  
Phone: 864-597-4160  Fax: 864-597-4149

Carolyn B. Sparks, director of financial aid  
April G. Baur, associate director  
Julie H. Stott, financial aid counselor  
Julie C. Sturgill, financial aid counselor  
Allysha L. Wallace, administrative assistant

More than 90 percent of students at Wofford receive some type of financial assistance. This assistance ranges from one-time scholarships to varying levels of need-based aid packages to full merit scholarships. The staff makes every effort to work with students and their families to determine what aid is available to the student and to help make Wofford affordable. This office also manages the student employment program. Students and their families are encouraged to contact the Office of Financial Aid for information at finaid@wofford.edu.

**Information Technology Services**
Located in the Franklin W. Olin Building, Rooms 111, 211, 207  
Phone: 864-597-4357 (HELP)  Fax: 864-597-4549  
Email: help@wofford.edu

Fredrick M. Miller, chief information officer, associate vice president for information services  
Martin E. Aigner, instructional technologist  
Katarina S. Barnhart, programmer/analyst  
Bryan S. Blackwell, director of administrative systems  
Donnie R. Brown, multimedia specialist  
C. Heath Bryson, network administrator  
Matt C. Fisher, security coordinator/server manager  
David A. Foster, programmer/analyst  
Kashalett Y. Foster, IT help center director  
Thomas W. Gore, systems analyst  
Erin G. Leigsring, IT support specialist  
Cory W. Miller, IT Help Center technician  
Adam M. Novak, network administrator for access services  
W. Franklin Pettit, director of information management  
David C. Ragsdale, receptionist  
Brian M. Rawlinson, director of network services  
Melissa L. Webber, administrative assistant  
J. Ron Wood, systems administrator

Information Technology Services (ITS) advances the technology resources supporting the college’s academic rigor, student success, global experiences and community engagement. This includes instructional technology, network services, administrative systems, audio/visual services, telephones and the IT Help Center.
Each residence hall room is equipped with Wi-Fi, a campus cable TV connection and a wired data network connection. All buildings on campus and many outdoor areas have Wi-Fi.

**IT Help Center**
The IT Help Center assists faculty, staff and students with information technology-related needs. The IT Help Center is located in Olin 207. The IT Help Center may be reached by:

- Calling 864-597-4357.
- Sending an email to help@wofford.edu.
- Using the ITS Help Request link on my.wofford.edu.

Additional information, including hours, is available at [www.wofford.edu/technology](http://www.wofford.edu/technology).

**Use of Information Technology Resources**
All members of the Wofford College community are expected to abide by the college’s information technology policies. These polices are linked from [www.wofford.edu/technology](http://www.wofford.edu/technology). Violations will be reported to the provost and the dean of students.

**Library**
Sandor Teszler Library
[www.wofford.edu/academic](http://www.wofford.edu/academic)
[library](http://library.wofford.edu)
General Information 864-597-4300
Reference/Research Assistance: 864-597-4302
Circulation: 864-597-4301

- J. Kevin Reynolds, dean of the library
- Alice M. Bomar, administrative assistant/interlibrary loan coordinator
- Angela L. Brown, evening and weekend circulation assistant
- Timothy E. Brown, access services and research
- Missy J. Clapp, director of library research, education and outreach services
- Carolyn Creal, cataloging assistant
- Joseph R. Gainey, collection development assistant
- April E. Grey, director of library collections, discovery and access services
- Kenneth A. Herniman, circulation coordinator
- Jennifer M. Jones, evening and weekend library assistant
- Karen M. Lopez, evening and weekend library assistant
- Luke A. Meagher, special collections librarian
- Vicki R. Roper, acquisitions assistant
- Shelley H. Sperka, director of technical services
- R. Phillip Stone, archivist and adjunct professor
- Emily R. Witsell, reference and instruction coordinator

Wofford’s Sandor Teszler Library, built in 1969 and named for a respected leader in the textile industry, seats 400 people and is open until 1 a.m. most days, with extended hours during final exams. The library is known as a welcoming place to study and to work on projects, and where students have space to spread out alone or to collaborate with others. The library is equipped with computers, printers, scanners, large screen TVs that connect to laptops for group work, and group study rooms that can be reserved online.

The library’s staff provides many services, including research assistance and instruction in using the library’s rich holdings. Each first-year student and sophomore enjoy the benefits of having their own personal librarian who will email periodically throughout the academic year. In addition, every major subject taught on campus has a librarian dedicated to supporting research in that field. Students may find out who their subject librarian is here: libguides.wofford.edu/subjectlibrarians. Professional research assistance is offered by appointment with a subject librarian or your personal librarian, as well as online, via telephone and on a walk-in basis.

Wofford’s library offers students numerous print and electronic resources and other media to support their work in all academic areas. Its Google-like discovery service, called Wofford OneSearch, enables students to search over
600,000,000 resources, including e-books and e-journals, from anywhere in the world. Additionally, the library offers dozens of databases focused on disciplines, across the curriculum. The library is a member of PASCAL, South Carolina’s academic library consortium, which provides shared access to print and electronic collections among all the state’s institutions of higher education.

Also housed in the library are the Wofford College Archives and the records and historical materials of the South Carolina Conference of the United Methodist Church. The library’s Special Collections houses approximately 6,000 volumes of books, manuscripts, ephemera, and artifacts dating from the 16th through the 21st centuries. Classes frequently visit the Archives and Special Collections to use unique primary sources available only at Wofford. Increasingly, many of these rare resources are being made accessible online through our “Digital Commons,” found at digitalcommons.wofford.edu

The library, which was named as one of the “Outstanding Buildings of the Year” by the South Carolina Chapter of the American Institute of Architects when it was built, now is transforming into a student-centered academic commons. Wofford’s evolving library features flexible research, study and collaborative spaces, wireless access everywhere, conference areas with media facilities, the Writing Center, a gallery with exhibitions that change throughout the year and the Trey Kannaday Presentation Practice Room, in which students can record themselves on video to improve their communication and presentation skills. The library’s web site (www.wofford.edu/academics/library) provides access to our full range of services and resources.

Library hours:
Monday-Thursday ............................................... 7:45 a.m.-1 a.m.
Friday ............................................................ 7:45 a.m.-7 p.m.
Saturday .......................................................... 10 a.m.-5 p.m.
Sunday.............................................................. Noon-1 a.m.

Books circulate to students for 12-week periods with convenient phone and online renewals. DVDs and other audiovisual items circulate for seven days. Borrowers must present a student, faculty or staff ID in order to check out materials.

Marketing and Communications
Located at 121 College Street (first floor) Phone: 864-597-4184 Fax: 864-597-4179

Annie S. Mitchell, APR, vice president for marketing and communications
Jo Ann M. Brasington, senior director of creative and editorial content
Laura H. Corbin, senior director of public relations and communications
Karyn J. Davis, creative director
Angela N. Filler, senior director of marketing
Kevin S. Huffman, communications specialist
Janella M. Lane, executive assistant to the vice president for marketing and communications
Mark S. Olencki, photographer/digital imaging manager
Erin S. Patton, graphic designer
Landon L. Renner, marketing specialist
Kate G. Thomas, writer/editor

The Office of Marketing and Communications (OMC) provides strategic planning, messaging, marketing, advertising, public and media relations, communications and creative support for the college. Office team members are responsible for strategically directing and executing the areas of creative services, digital marketing services, features and publications, news services, marketing and advertising services and photography services. Call our office for a new brand book or visit www.wofford.edu/omc to learn more about the OMC staff, areas of emphasis, timelines and services, logo usage and project requests.

Post Office
Located on the first floor of Burwell Building
Phone: 864-597-4240

Delia Patel, manager
Julia Covington, post office associate
Wayne D. Smith, mail clerk
The Campus Post Office (CPO) is open from 8 a.m.-4:30 p.m. Monday through Friday. The post office is closed on Saturdays and Sundays. All students are required to have a CPO box. Students may purchase stamps and can mail and receive packages within the policies of the post office. Due to limited storage available in the Campus Post Office, students are required to check boxes on a regular basis. Students are required to pick up large items/packages such as futons, refrigerators, sofas, TVs, etc. immediately. Students should use the following format as a return address on all outgoing mail and have correspondents use this format when sending mail to them:

Student Name
Wofford College
429 N. Church St. CPO #
Spartanburg, SC 29303-3663

The post office email address is postoffice@wofford.edu. For additional information regarding the Campus Post Office policy, refer to Business Policies.

President’s Office
Located on the second floor of the DuPré Administration Building
Phone: 864-597-4010 Fax: 864-597-4018

Nayef H. Samhat, president
David M. Beacham, senior vice president for administration and secretary to the Wofford Board of Trustees
Amanda F. Gilman, president’s office coordinator of events
Tonya K. Bryson, executive assistant to the president

The Office of the President houses the chief executive officer of Wofford College – the president – and the administrative personnel working most closely with the president on a daily basis. The president is the college officer with whom authority for the daily activities of the college rests. Official contact with the Wofford Board of Trustees, the official governing body of the college, is maintained through the Office of the President.

Religious and Spiritual Life
Located on the first floor of Main Building, Yorke Family Porticoentrance
Phone: 864-597-4050 Fax: 864-597-4059
Email: chaplain@wofford.edu

The Rev. Dr. Ron Robinson, Perkins-Prothro Chaplain and Professor of Religion, director of interfaith programs
Elizabeth M. Fields, director, Halligan Center for Religious and Spiritual Life

Religious and spiritual life is under the direction of the college chaplain. The resources of the chaplain’s office and the Halligan Center for Religious and Spiritual Life are available to all members of the college community, regardless of race, culture, religion, sexual orientation, socioeconomic status, gender or ability. Wofford College is a welcoming community to all persons whether or not they are part of a religious or faith tradition.

The Halligan Center for Religious and Spiritual Life is:

- The coordinating home for the diverse religious observance on the Wofford campus. A well-being resource for students, staff and faculty.
- Home to Wofford’s expanding interfaith program.
- Home to campus engagement, from a faith perspective, of issues in the world today.

Whether one is wrestling with big questions or searching for a community of faith, attempting to discern talents, passions and strengths while deciding what to do in life or ready to commit to direct service and action, the Halligan Center is a valuable resource of encouragement, contemplation and connection for the Wofford community.

Wofford has several locations for group and individual religious and spiritual activities. These include Leonard Auditorium, Mickel Chapel and the Masjid, all in Main Building. Martha’s Garden, located near the Pavilion, is a favorite spot for prayer and reflection. The Labyrinth at Glendale Shoals, at the Goodall Environmental Studies Center, is a favorite off-campus site for meditation and contemplation in a beautiful natural setting.
The Halligan Center offers a variety of worship experiences on campus. Seasonal and traditional services of worship, such as the Blessing of the Entering Class, Candlelight Carols and Baccalaureate, are held on selected days. Ash Wednesday and Holy Thursday services are well attended on campus. Other campus-wide events include the Lighting of the Menorah and the Passover Seder. Jun’ah Prayers are offered on occasion. A Simple Time, a midweek time of communion and contemplation led by the chaplain, is held in Mickel Chapel each Wednesday. Weekly meditation times are offered. Arise, a hip-hop worship experience is offered weekly. Numerous study and discussion groups occur on campus. Listings are available outside the Halligan Center and by social media. In addition, the Halligan Center offers assistance to students of any faith who wish to find a local place of worship.

One of Wofford’s signature efforts is around interfaith programming. Students from across a variety of religious and spiritual and secular worldviews come together to form friendships, learn from each other, and serve the community. Wofford has consistently received national recognition for its leadership in interfaith community service. Two Interfaith Fellows (students) lead the campus Interfaith Youth Core and the Better Together campaign. Faculty offer courses on interfaith engagement.

Religious groups from several traditions, including Jewish, Muslim, Hindu and Christian (Roman Catholic, Protestant and Orthodox), have regular meetings and periodic lectures and forums. Professionally trained and credentialed leaders serve as campus ministers for these groups. Parachurch groups, such as Campus Outreach and Fellowship of Christian Athletes, have non-credentialed or volunteer staff and offer activities on campus and in the community. Student-organized religious and spiritual groups function on campus as well.

Convocations dealing with issues of religion, spirituality and ethics are open to the campus community.

Wofford College Religious & Spiritual Life contacts include:

<table>
<thead>
<tr>
<th>Religious Group</th>
<th>Contact Person</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baptist (NBC)</td>
<td>The Rev. Dr. Benjamin D. Snoddy</td>
<td>864-582-1478</td>
</tr>
<tr>
<td>Baptist (Southern)</td>
<td>Suzanne Bachelor</td>
<td>864-582-4609</td>
</tr>
<tr>
<td>Buddhist</td>
<td>Watlao Buddha Ratnaram (Temple)</td>
<td>864-599-0408</td>
</tr>
<tr>
<td>Episcopal</td>
<td>TBA</td>
<td>864-585-2268</td>
</tr>
<tr>
<td>Greek Orthodox</td>
<td>Father George</td>
<td>864-585-5961</td>
</tr>
<tr>
<td>Hindu</td>
<td>Hindu Society of Spartanburg</td>
<td>864-599-7048</td>
</tr>
<tr>
<td>Interfaith Youth Core</td>
<td>Dr. Ron Robinson</td>
<td>864-597-4051</td>
</tr>
<tr>
<td>Jewish</td>
<td>Rabbi Yossi Liebowitz</td>
<td>864-582-2001</td>
</tr>
<tr>
<td></td>
<td>Professor Andrew Green</td>
<td>864-597-4372</td>
</tr>
<tr>
<td>Lutheran</td>
<td>The Rev. Mike Shackelford</td>
<td>864-583-8167</td>
</tr>
<tr>
<td>Muslim</td>
<td>Dr. Courtney M. Dorroll</td>
<td>864-597-5026</td>
</tr>
<tr>
<td>Presbyterian (PCUSA)</td>
<td>Rae Epps</td>
<td>864-583-6696</td>
</tr>
<tr>
<td>Reformed University Fellowship (PCA)</td>
<td>The Rev. Matt Patrick</td>
<td>256-682-1364</td>
</tr>
<tr>
<td>Roman Catholic</td>
<td>Dr. David Alvis</td>
<td>864-597-4588</td>
</tr>
<tr>
<td>United Methodist</td>
<td>The Rev. Paige Wolfe</td>
<td>864-582-7263</td>
</tr>
</tbody>
</table>

Chaplain

Located on the first floor of Main Building, Rooms 03 & 05, Yorke Family Portico Entrance
Phone: 864-597-4050    Fax: 864-597-4059
Email: robinsonrr@wofford.edu

The Rev. Dr. Ron Robinson, Perkins-Prothro Chaplain and Professor of Religion
Elizabeth M. Fields, director, Halligan Center for Religious and Spiritual Life

The Office of the Chaplain is located in the Halligan Center for Religious and Spiritual Life in Main Building. The chaplain leads campus events and provides a pastoral and social activist presence for the campus. The chaplain, who supports and advises students from many faiths, is available for pastoral care and counseling and coaching and works with students, faculty and staff as they grapple with spiritual matters, relationship concerns and vocational and career
issues. Rooted deeply in the college’s relationship with The United Methodist Church and the Wesleyan tradition, the work of the chaplain places a strong emphasis on social justice. The resources of the Office of the Chaplain and the Halligan Center for Religious and Spiritual Life are available to all members of the college community regardless of religion, race, culture, sexual orientation, socioeconomic status, gender or ability.

Residence Life
Located on the second floor of the Campus Life Building
Phone: 864-597-4068 and 864-597-5100

Brian J. Lemere, associate dean of students and director of residence life
J. Allen Lollis, assistant director
Seth C. Flanagan, resident director
Megan Illsley, resident director

The associate dean of students oversees residential education, administration and policy within the residence hall system. The Office of Residence Life is committed to providing students with a safe and secure environment that fosters student development, facilitates community mindedness, supports academic success and celebrates diversity.

The Space in the Mungo Center
Located on the main floor of the Michael S. Brown Village Center
Contact information for all staff members: visit www.wofford.edu/thespace

P. Curt McPhail, executive director
Lynne S. Mullin, assistant director of entrepreneurial programs
Rebecca M. Parker, director of internships and employer relations
Tyler J. Senecal, director of entrepreneurial programs
Lee A. Smith, career development specialist
Dr. LaTasha Smith-Tyus, director of career services
Edita Soto, office coordinator

Founded in 2010, The Space in the Mungo Center is a full-service center for professional development and entrepreneurship. The Space houses programs – Prepare and Launch – that offer student support with professional skills, internships and business ventures. The programs leverage the college’s liberal arts foundation and focus on developing skills and talents that give Wofford students a competitive advantage during college and after graduation, regardless of the future they pursue. The Space truly changes the paradigm of preparing students for the transition to life after college by providing practical tools and hands-on experiences for the world of work.

Title IX and Americans with Disabilities Act (ADA)
Located on the second floor of the Campus Life Building
Phone: 864-597-4047

Amanda Estabrook, Title IX and ADA coordinator

The Title IX and ADA coordinator has ultimate oversight responsibility for handling Title IX–related complaints and for identifying and addressing any patterns or systemic problems involving sexual misconduct as well as complaints regarding discrimination and harassment based on race, gender, age, religion, sexual orientation, handicap or national origin. The Title IX and ADA coordinator is available to meet with individuals who are involved with or concerned about issues or college processes, incidents, patterns or problems related to sexual misconduct, discrimination or harassment.

Wellness Center
Located in the Hugh R. Black Building
Monday-Friday, Medical Services hours 7:30 a.m.–4 p.m and Counseling hours 8:30 a.m. – 5:00 p.m. Emergency care is available after office hours by contacting campus safety, the resident assistant on duty and/or the student affairs staff person on call.
Phone: 864-597-4370
Web: wofford.edu/wellnesscenter
Elizabeth D. Wallace, BS, BSN, RN, LPC, associate vice president of campus life and student development/director of the Wellness Center
Kellie Buckner, EdS LMFT, college counselor
Tammy S. Gilliam, APRN, BC, FNP, DNP, nurse practitioner
Perry V. Henson, BA, EdS director of counseling and accessibility services
Lisa M. Lefebvre, BSN, RN, director of employee wellness and medical services
Amanda Mandlove, RN, BSN, college nurse
Pam Michaels, administrative assistant

College Physicians
Baker Boles, MD
Eric Cole, MD
Christian Nowatka, MD
Ralph A. Tesseneer, MD

Wofford College maintains a campus health care program to provide primary care for resident students and to educate students and employees on preventive measures concerning their health and wellbeing.

The Wellness Center is staffed from 7:30 a.m.-4 p.m. Monday through Friday by licensed health care providers, including a nurse practitioner. The nurse practitioner is able to diagnose, treat and prescribe medicines in most cases of illnesses and injuries. If needed, students will be referred to the college physicians. Non-emergency visits to the Wellness Center should be made at times that do not conflict with classes. Students must assume the responsibility for communicating directly with their professors in matters concerning missed classes, assignments or exams because of illness or injury. For additional information regarding Class Attendance Policies go to wofford.edu/wellnesscenter/statementofillness/.

Payment of the comprehensive fee entitles resident students to office visits to see the Wofford physicians in ordinary cases of illness. In other health situations, students can be seen by the doctors but are not covered by the fee. This fee also entitles students to unlimited visits to the Wellness Center. On-campus office services such as labs, procedures, injections and prescription medications have a nominal fee when seen in the Wellness Center and are due at time of service.

After-hours emergency care is available by calling the Department of Campus Safety at 864-597-4911, the resident assistant or resident director on duty or the student affairs staff member on call.

The Spartanburg Medical Center emergency department and EMS are minutes away and are available for emergency situations when warranted.

Regional Nurse on Call is a free service that provides accurate health and wellness information by phone from a registered nurse. This service operates 24 hours a day. The number is 864-591-7999.

The Wofford Wellness Program
The Wellness Program provides the Wofford community with wellness programming throughout the year.

Counseling Services
Counseling services are available to Wofford students as part of the comprehensive fee. Services are available to assist students in navigating some of most stimulating and rewarding times they will experience. There are many times that a student is able to handle transitions and stress smoothly without much disruption in his/her life. There may be times in a student’s life when there is a change that feels chaotic, out of control or overwhelming. Counselors see students for a variety of concerns and issues that may range from mild distress to more serious psychological issues. The most frequent issues in college counseling are stress and time management, values clarification, alcohol and drug misuse, relationships, self-esteem issues, family concerns, disordered eating, depression and anxiety. Counselors also may facilitate access to on-campus psychiatric services for medication on a time-limited basis and for a nominal fee.

To make arrangements to see one of the college counselors, visit the website (wofford.edu/wellnesscenter) to schedule an appointment. Students will be responsible for fees for any off-campus counseling. Contact the Wellness Center for more information.

Accessibility Services
Accessibility Services staff coordinates assistance for students with disabilities. In accordance with the provisions of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), Wofford College seeks
to provide disabled students with reasonable accommodations needed to ensure access to the programs and activities of the college. Accommodations, determined on an individual basis, are designed to meet a student’s needs without altering the nature of the college’s instructional programs. A student in need of accommodation must submit proper documentation through the student tab on myWofford. Guidelines for documentation are available from the Wellness Center or online at wofford.edu/student-experiences/wellness-center/accessibility. If you need further assistance, please email accessibilityservices@wofford.edu or make an appointment online through the Wellness Center patient portal.

Quick Reference / Campus Contacts

<table>
<thead>
<tr>
<th>FOR</th>
<th>TALK TO</th>
<th>IN THE</th>
<th>AT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absences</td>
<td>See professors</td>
<td>Individual offices</td>
<td>Individual extensions (check online directory)</td>
</tr>
<tr>
<td>Accessibility Services</td>
<td>Perry Henson</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4373</td>
</tr>
<tr>
<td></td>
<td>Beth Wallace</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4371</td>
</tr>
<tr>
<td>Academic Problems</td>
<td>Professors or advisers</td>
<td>Individual offices</td>
<td>Individual extensions (check online directory)</td>
</tr>
<tr>
<td>Admission</td>
<td>John Birney</td>
<td>Hugh S Black Building, 1st floor</td>
<td>864-597-4133</td>
</tr>
<tr>
<td>Advancement</td>
<td>David Wood</td>
<td>Papadopoulos Building</td>
<td>864-597-4200</td>
</tr>
<tr>
<td>Alumni Affairs</td>
<td>Dina Roberts</td>
<td>Papadopoulos Building</td>
<td>864-597-4198</td>
</tr>
<tr>
<td>Athletics</td>
<td>Richard Johnson</td>
<td>Richardson Physical Activities Building</td>
<td>864-597-4090</td>
</tr>
<tr>
<td>Automobiles</td>
<td>Campus Safety</td>
<td>Campus Life Building</td>
<td>864-597-4352</td>
</tr>
<tr>
<td>Bills, Fees, Tuition</td>
<td>Kathy Kelley</td>
<td>Snyder House</td>
<td>864-597-4228</td>
</tr>
<tr>
<td>Books and Supplies</td>
<td>Rebecca Liakos</td>
<td>Wofford Bookstore</td>
<td>864-582-6514</td>
</tr>
<tr>
<td>Business Affairs</td>
<td>Sheena Anderson</td>
<td>Snyder House</td>
<td>864-597-4233</td>
</tr>
<tr>
<td>Campus Calendar</td>
<td>Janella Lane</td>
<td>Burwell Building</td>
<td>864-597-4184</td>
</tr>
<tr>
<td>Campus Safety</td>
<td>Randy Hall</td>
<td>Campus Life Building</td>
<td>864-597-4351</td>
</tr>
<tr>
<td>Campus Ministry</td>
<td>Ron Robinson</td>
<td>Main Building, 1st floor</td>
<td>864-597-4051</td>
</tr>
<tr>
<td>Campus Union</td>
<td>Roberta Bigger</td>
<td>Campus Life Building, 2nd floor</td>
<td>864-597-4040</td>
</tr>
<tr>
<td>Career Counseling</td>
<td>LaTasha Smith-Tyus</td>
<td>The Space in the Mungo Center</td>
<td>864-597-4261</td>
</tr>
<tr>
<td>Counseling</td>
<td>Kellie Buckner</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4356</td>
</tr>
<tr>
<td></td>
<td>Perry Henson</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4373</td>
</tr>
<tr>
<td></td>
<td>Ron Robinson</td>
<td>Main Building, 1st floor</td>
<td>864-597-4051</td>
</tr>
<tr>
<td></td>
<td>Beth Wallace</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4371</td>
</tr>
<tr>
<td>Emergencies</td>
<td>Campus Safety</td>
<td>Campus Life Building</td>
<td>864-597-4911</td>
</tr>
<tr>
<td></td>
<td>Roberta Bigger</td>
<td>Campus Life Building, 2nd floor</td>
<td>864-597-4044</td>
</tr>
<tr>
<td>Exams</td>
<td>Jennifer Allison</td>
<td>DuPré Administration Building</td>
<td>864-597-4030</td>
</tr>
<tr>
<td>Financial Aid, Scholarships</td>
<td>Carolyn Sparks</td>
<td>Hugh S. Black Building, 2nd floor</td>
<td>864-597-4161</td>
</tr>
<tr>
<td>Food Service</td>
<td>Walter Miller</td>
<td>Burwell Building</td>
<td>864-597-4252</td>
</tr>
<tr>
<td>Fraternities, Sororities</td>
<td>Matt Hammett</td>
<td>Campus Life Building, 2nd floor</td>
<td>864-597-4048</td>
</tr>
<tr>
<td>Housing</td>
<td>Brian Lemere</td>
<td>Campus Life Building, 2nd floor</td>
<td>864-597-4068</td>
</tr>
<tr>
<td>Illness</td>
<td>Beth Wallace</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4371</td>
</tr>
<tr>
<td></td>
<td>Tammy Gilliam</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4370</td>
</tr>
<tr>
<td></td>
<td>Amanda Mandlove</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-597-4370</td>
</tr>
<tr>
<td></td>
<td>Lisa Lefebvre</td>
<td>Hugh R. Black Wellness Center</td>
<td>864-5974370</td>
</tr>
<tr>
<td>International Programs, Study Abroad</td>
<td>Amy Lancaster</td>
<td>Michael S. Brown Village Center</td>
<td>864-597-4430</td>
</tr>
<tr>
<td>Intramurals</td>
<td>Steve Traylor</td>
<td>Campus Life Building</td>
<td>864-597-4069</td>
</tr>
<tr>
<td>IT Help Center</td>
<td>Kashelett Foster</td>
<td>Franklin W. Olin Building, 207</td>
<td>864-597-4357</td>
</tr>
<tr>
<td>Jobs</td>
<td>Curt McPhail</td>
<td>The Space in the Mungo Center</td>
<td>864-597-4262</td>
</tr>
<tr>
<td>Library</td>
<td>Kevin Reynolds</td>
<td>Sandor Teszler Library</td>
<td>864-597-4300</td>
</tr>
<tr>
<td>Lost and Found</td>
<td>Campus Safety</td>
<td>Campus Life Building</td>
<td>864-597-4350</td>
</tr>
<tr>
<td>Mail</td>
<td>Campus Post Office</td>
<td>Burwell Building</td>
<td>864-597-4240</td>
</tr>
<tr>
<td>Facilities</td>
<td>Bill Littlefield</td>
<td>Cumming Street Facility</td>
<td>864-597-4381</td>
</tr>
</tbody>
</table>
### Community Helplines and Support Groups

<table>
<thead>
<tr>
<th>Service</th>
<th>Name</th>
<th>Location</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIDS Hotline</td>
<td></td>
<td></td>
<td>1-800-448-0440</td>
</tr>
<tr>
<td>Alcoholics Anonymous</td>
<td></td>
<td></td>
<td>864-585-1930</td>
</tr>
<tr>
<td>Forrester Center for Behavioral Health</td>
<td></td>
<td></td>
<td>864-582-7588</td>
</tr>
<tr>
<td>Carolina Pregnancy Center</td>
<td></td>
<td></td>
<td>864-582-4673</td>
</tr>
<tr>
<td>Carolina Center for Behavioral Health</td>
<td></td>
<td></td>
<td>1-800-866-HOPE</td>
</tr>
<tr>
<td>Crisis (Mental Health Association)</td>
<td></td>
<td></td>
<td>864-583-5802</td>
</tr>
<tr>
<td>Drug Information Hotline</td>
<td></td>
<td></td>
<td>1-877-297-6347</td>
</tr>
<tr>
<td>Eating Disorders (Mental Health Association)</td>
<td></td>
<td></td>
<td>864-582-3104</td>
</tr>
<tr>
<td>Gamblers Anonymous (Mental Health Association)</td>
<td></td>
<td></td>
<td>864-582-3104</td>
</tr>
<tr>
<td>Lawyer Referral Service</td>
<td></td>
<td></td>
<td>1-800-868-2284</td>
</tr>
<tr>
<td>Mental Health Center</td>
<td></td>
<td></td>
<td>864-585-0366</td>
</tr>
<tr>
<td>Poison Control</td>
<td></td>
<td></td>
<td>1-800-222-1222</td>
</tr>
<tr>
<td>SAFE Homes-Rape Crisis Coalition 24-hour Crisis Line</td>
<td></td>
<td></td>
<td>1-800-273-5066</td>
</tr>
<tr>
<td>Sexual Assault Victims Group</td>
<td></td>
<td></td>
<td>864-583-9803</td>
</tr>
<tr>
<td>Sexually Transmitted Diseases Hotline</td>
<td></td>
<td></td>
<td>1-800-227-8922</td>
</tr>
<tr>
<td>Spartanburg Health Department</td>
<td></td>
<td></td>
<td>864-596-2227</td>
</tr>
<tr>
<td>Substance Abuse Information</td>
<td></td>
<td></td>
<td>1-800-662-HELP</td>
</tr>
<tr>
<td>Survivors of Suicide (Mental Health Association)</td>
<td></td>
<td></td>
<td>864-582-3104</td>
</tr>
</tbody>
</table>

### Local Hospitals and Emergency Care

<table>
<thead>
<tr>
<th>Service</th>
<th>Name</th>
<th>Location</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency</td>
<td></td>
<td></td>
<td>911</td>
</tr>
<tr>
<td>Spartanburg Medical Center - Mary Black Campus</td>
<td></td>
<td></td>
<td>864-573-3000</td>
</tr>
<tr>
<td>Spartanburg Medical Center</td>
<td></td>
<td></td>
<td>864-560-6000</td>
</tr>
<tr>
<td>Regional Nurse on Call</td>
<td></td>
<td></td>
<td>864-591-7999</td>
</tr>
</tbody>
</table>

### Building Hours

Hugh R. Black Wellness Center
Medical Services, Monday-Friday, 7:30 a.m.-4 p.m., Counseling 8:30 a.m.-5 p.m. (Emergency care is available after office hours by contacting campus safety, the resident assistant on duty and/or the student affairs staff person on call.)

**Michael S. Brown Village Center – Market and Galleria**

<table>
<thead>
<tr>
<th></th>
<th>Market</th>
<th>Galleria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday-Thursday</td>
<td>8 a.m.-9 p.m.</td>
<td>11 a.m.-2 p.m., 5-11 p.m.</td>
</tr>
<tr>
<td>Friday</td>
<td>8 a.m.-9 p.m.</td>
<td>11 a.m.-2 p.m., 5 p.m.-2 a.m.</td>
</tr>
<tr>
<td>Saturday</td>
<td>11 a.m.-9 p.m.</td>
<td>7 p.m.-2 a.m.</td>
</tr>
<tr>
<td>Sunday</td>
<td>4-8 p.m.</td>
<td>Noon-9 p.m.</td>
</tr>
</tbody>
</table>

**Burwell Building**

All Week, 7 a.m.-11 p.m.

**Campus Life Building**

All week, 6 a.m.-midnight

**DuPré Administration**

Monday-Friday, 8:30 a.m.-5 p.m.

**Great Oaks Hall, Roger Milliken Science Center**

24 hours a day for studying

**Benjamin Johnson Fitness Center and Arena**

All week, 6 a.m.-midnight

**Main Building**

Monday-Friday, 8 a.m.-6 p.m.

**Roger Milliken Science Center**

Monday-Friday, 7:30 a.m.-6 p.m.

**Franklin W. Olin Building**

Monday-Thursday, 8 a.m.-11 p.m.

Friday, 8 a.m.-5 p.m.

Sunday, 2-11 p.m.

**Joe E. Taylor Athletic Center (Weight Room)**

Monday-Friday, 6 a.m.-5:45 p.m.

**Sandor Teszler Library**

Librarian available

<table>
<thead>
<tr>
<th></th>
<th>Monday-Thursday, 8 a.m.-1 a.m.</th>
<th>Monday-Wednesday, 9 a.m.-5 p.m.; 7 p.m.-1 a.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Friday, 8 a.m.-7 p.m.</td>
<td>Thursday, 9 a.m.-5 p.m.; Friday, 9 a.m.-5 p.m.</td>
</tr>
<tr>
<td></td>
<td>Saturday, 10 a.m.-5 p.m.</td>
<td>Saturday, 10 a.m.-5 p.m.</td>
</tr>
<tr>
<td></td>
<td>Sunday, 1 p.m.-midnight</td>
<td>Sunday, 1 p.m.-6 p.m.; 7 p.m.-1 a.m.</td>
</tr>
</tbody>
</table>

**Wofford Bookstore**

Monday-Friday, 9 a.m.-5:30 p.m.

Saturday, 11 a.m.-4 p.m.

**Zach’s, Campus Life Building**

Monday-Thursday, 9 a.m.-10 p.m.

Friday, 9 a.m.-8 p.m.

Saturday, 11 a.m.-8 p.m.

Sunday, closed
Campus Safety
Emergency Response and Evacuation Testing

Wofford College emergency management functions follow the guidelines of the college’s Emergency Operation Plan. The plan, prepared and updated by Wofford’s Emergency Preparedness Committee, outlines response operations utilizing the all-hazards approach. In addition to a formal Emergency Operations Center framework, the plan also established a cadre of building response personnel, collectively known as floor wardens and building captains. The building response personnel are instrumental in communicating with occupants about emergency procedures, announced drill information, and providing drill and exercise feedback. The Emergency Preparedness Committee conducts at least one exercise or drill annually in order to assess and evaluate emergency plans and capabilities.

Emergency response and evacuation procedures are tested at least once per semester in residence facilities in the form of severe weather, shelter-in-place or fire drills. Drills and exercises may be announced or unannounced and serve to enable campus safety and the Wofford residence life staff to evaluate emergency notification equipment effectiveness/functionality and egress routes/shelter locations. Campus safety submits results indicating a need for improvement for follow-up corrective actions. RAs provide each student educational evacuation information at hall meetings at the beginning of each school year and written emergency and evacuation information is posted on each hall or residential facilities. Subsequent evacuation training is typically available for students at other times during the year in the form of residence life programs. Campus safety provides residence hall evacuation training, typically in conjunction with fire safety and extinguisher training conducted by the fire marshal. A trained Residence Life staff is always available to provide assistance and guidance to resident students.

Campus safety conducts and supervises other drills and exercises including but not limited to armed intruder exercises and drills, table top exercises, or severe weather drills for the campus community at least annually. Campus safety will coordinate these exercises and drills and maintains records of each to include the time and date of the exercise, number of participants, an evaluation of the drill or exercise and whether or not the exercise or drill was announced. When possible, campus safety will invite evaluators from other agencies or departments to evaluate the effectiveness of the activity. The college will publish a summary of its evacuation plans and procedures with at least one drill per year.

Fire Evacuation Procedures
The fire alarm system provides audible and visible notification. A loud buzzer and flashing strobe lights notify occupants that the fire alarm system has been activated. When the fire alarm activates, all occupants should ensure that nearby persons are aware of the emergency, quickly proceed to a marked EXIT. In the event of a fire in a residence hall, RAs will pull a fire alarm even if an alarm has already sounded on the way out of the closest exit. Call the Department of Campus Safety (864-597-4351) immediately after you have cleared the building and are in your designated assembly area. All residents will evacuate the building using the closest, unblocked exit and go directly to the assembly area listed above. Never attempt to use an elevator. If in a class, find your classmates at your assembly area because your instructor will be trying to get accountability. Try to stay out of parking lots because that is a likely place for emergency vehicles to gather. Never assemble near a hydrant or fire department connection (FDC). Never gather along curbs or fire lanes. These will be used by the emergency vehicles and crews. Some of these assembly areas seem a long distance from the dorm but they are clear of hydrants and FDCs. Evacuation assembly areas are located at:
https://www.wofford.edu/Wofford.edu/Documents/Student%20Experiences/Campus%20Safety/Fire%20Evacuation%20Assembly%20Areas.pdf

Shelter in Place (Chemical Spill)
- Enter a building, preferably your residence hall.
- Close all exterior doors and windows. Place a towel at bottom of doors and windows.
- RA/RDs will check that other exterior doors and windows not in student rooms are shut.
- Physical Plant/other employees will shut off heating and air units if possible and safe to do so.
- No one will leave any building without official authorization.

Reporting a Fire on Campus
Any student or employee or visitor is encouraged to report fires on college owned or controlled property immediately to campus safety at 864-597-4911, Spartanburg 911 (call Campus Safety immediately after calling 911), facilities at 864-597-4380, residence life (on-call RA phone or residence life office at 864-597-4000 or any staff member of the Division of Campus Life and Student Development at 864-597-4000.

30
Emergency Medical Response Procedures
Students and visitors should report any medical emergency situation to the Department of Campus Safety immediately at 864-597-4911. Campus safety dispatchers will send a Wofford officer to the scene to evaluate the situation and begin basic first aid (if appropriate). If EMS or other assistance is required, officers, through dispatch, can make the call. The campus community also may call 911 directly, but the department requests that they call campus safety immediately after the 911 call so that officers can quickly begin life saving measures (if necessary) and guide EMS to the scene.

Crime or Emergency Reporting (Clery requirement)
Students and employees are encouraged to report all crimes, emergencies and safety issues to the Department of Campus Safety or other appropriate law enforcement agencies in a timely and accurate manner. To report an emergency or crime, one can call 864-597-4350 or 864-597-4911 in the event of an active criminal/emergency incident. Officers will answer the emergency number 24 hours a day and will respond to the caller. Students and employees may also call 911 for local law enforcement or emergency assistance but must keep in mind that campus safety may not know about the call or be able to render immediate assistance. For students and employees at the Goodall Center in Glendale, please call 911 for an emergency or active criminal situation and then call campus safety at 864-597-4911 for a timely follow-up. Students may also report issues and concerns to those employees listed below as Campus Security Authorities or local law enforcement. Key phone numbers to report emergencies are:

1. Campus Safety 864-597-4911
2. Spartanburg City Police/Fire/EMS Department 911
3. Dean of Students: 864-597-4044
4. Wellness Center: 864-597-4370
5. Assistant Dean of Students for Residence Life: 864-597-4068
6. Assistant Dean of Students for Student Involvement: 864-597-4048
7. Director of Student Activities: 864-597-5107
8. Title IX Coordinator (Sexual Misconduct/Harassment) 864-597-4047
9. Title IX Deputy Coordinators 864-597-4048/4066
10. Human Resources Director 864-597-4227
11. Any Campus Security Authority as listed below:

Campus Security Authorities (Clery requirement)
Wofford is required to disclose “statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a “Campus Security Authority” or CSA.” Students and employees report crimes listed below to the identified CSAs for the purpose of making timely warning reports and the inclusion of the crimes in the annual statistical disclosure in the Annual Security/Fire Safety Report.

The law defines Campus Security Authority as: “An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings.” Officials at Wofford include the dean of students, who has overall responsibility for student discipline and all student programming; the assistant dean of students for residence life, who oversees student housing; the assistant dean of student for student involvement, who oversees student co-curricular activities and has significant responsibility for Greek Life; campus safety officers and dispatchers; the Title IX coordinator and all deputy coordinators; the director of human resources; the athletics director and associate athletics directors; team coaches; the director of the Wellness Center; all faculty and staff members who lead student short-stay trips; student workers who provide safety escorts for the college; and faculty and staff advisers to student organizations who have significant responsibility for student and campus activities.

The criminal offenses for which these officials are required to disclose statistics are murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug abuse violations and weapons: carrying, possessing, etc.

Confidential Reporting Procedures (Clery requirement)
Victims of crime sometime do not want to pursue action through either the college judicial system or local or state legal system. The college encourages victims to consider making a confidential report in cases in which the victim does not want to pursue action so that incident can be dealt with and/or documented. With the victim’s permission, the director of campus safety can file a report on the incident without revealing the identity of the victim. With such information, the college can
maintain an accurate record of the number of incidents involving students and other members of the college community and quickly notify the campus of an immediate danger or threat. The information also allows campus officials to identify patterns of crime on or near the campus. These reports are counted and disclosed in the annual crime statistics for the college. If a victim or witness desires to make a confidential report, they may do so through the Department of Campus Safety or any other Campus Security Authority on campus. Any Campus Security Authority (other than volunteers or student employees) can be reached by dialing 864-597-4000 and asking for the official by name or position. The college chaplain, when acting as a pastoral counselor, or employees of the Wellness Center who are licensed counselors and serving in that capacity, are not considered Campus Security Authorities and are not required to report crimes for inclusion into the Annual Security and Fire Safety Report. These counselors are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis, if and when such counsel is appropriate. When a student or employee informs one of these Campus Security Authorities about a crime or emergency situation, the official will notify campus safety immediately. If the complainant is a client of the Wellness Center or sports medicine, the official will make the report detailed, but limited to preclude any HIPAA violation. If there is a life-threatening situation or one that potentially involves the loss of sight or limb unless an immediate, fully disclosed report is made, the official will notify the Department of Campus Safety immediately. Students also may disclose a crime or situation anonymously through the Silent Witness reporting system. This system can be found at http://www.wofford.edu/campusSafety/form.aspx?ekfrm=4204 and goes directly to the director of campus safety and is completely anonymous. The Silent Witness form is easy to use, quickly delivered and can be responded to 24 hours a day.

The Department of Campus Safety officers submit to the facilities department (via School Dude, accessible via myWofford; email; telephone; or work list to repair outdoor lighting, inoperable exit doors and other items that may affect the safety of students and employees.

Identification Key Cards
Every student taking a course for credit must have an ID card. The ID card, issued to the holder, is the property of Wofford College. This card is the student’s means of identification in connection with food service, library privileges, athletics events and facilities, student health services, the bookstore, the Business Office and any other college functions to which students may be entitled. Photographs for the ID-Key Access Card are taken during new student orientation and the first week of each academic term. The ID card must be carried at all times and must be presented and/or surrendered upon the request of authorized Wofford College personnel (campus safety officers, any member of the administrative staff). The status of a non-Wofford College person will be assumed for any person (including any student) who refuses to present or surrender Wofford-issued or other official identifications to authorized college personnel. Such persons will be escorted from the campus. In case of violation of legal statutes, such violations will be remanded to the civil authorities.

If a student’s relationship to Wofford College is terminated, the card must be returned immediately to the Campus Life and Student Development Office. If an ID card is lost, a replacement card can be made for a $25 fee in the Department of Campus Safety during regular business hours. Since the ID card controls access to the residence halls, it is important to report a lost or stolen card immediately. Students may file a lost or stolen ID card report any time, 24 hours a day, by contacting the Department of Campus Safety at 864-597-4350.

Lost and Found
Students may contact the Department of Campus Safety (864-597-4350), the dean of students office (864-597-4040) or the dispatch center (864-597-4000) when trying to locate lost items.

Motor Vehicles
Vehicle Registration
All students and all employees who drive, operate or control, park, let stand or otherwise use or maintain a motor vehicle at Wofford College are required to register the vehicle with the Department of Campus Safety.

Campus safety will issue students and employees parking decals, which must be affixed to their vehicles on the left back (driver’s side) window. There is no cost to the student or employee to register a vehicle for the academic year. However, failure to register a vehicle will result in a fine of $20 per day. Students and employees must register their vehicles within 48 hours of their arrival. Wofford College parking regulations are located on the campus safety website at https://www.wofford.edu/uploadedFiles/Wofford%20College%20Parking%20Rules.pdf. These regulations are in effect throughout the calendar year. Failure to comply with the regulations may result in ticketing or towing of the vehicle at the owner’s expense. Wofford students are responsible for informing their guests of these regulations.

Wofford College reserves the right to search vehicles on or adjacent to college property for the purpose of safety, maintenance, legal or emergency situations.
**Handicapped Parking**
Handicapped parking permits are available through Office of Accessibility Services. These permits do not eliminate the need for a student to have a regular campus parking permit for his/her vehicle. Students must complete a request through myWofford and submit documentation unless the student possesses an official handicapped-parking permit issued by a county/state. The documentation should include the timeframe for which the permit is being requested. When a Temporary Handicap Permit is issued to a student, the student must place it on the driver’s side of the front dashboard. A copy of the temporary parking permit will be sent to the Department of Campus Safety for college records.

**Vehicle Theft Protection**
Wofford College assumes no responsibility for the care or protection of any vehicle or its contents while operated or parked on campus. Valuables, should be removed. Thefts of or damage to a vehicle should be reported immediately to the Department of Campus Safety at 864-597-4911.

**Protect Your Property/Insurance**
Wofford College is not responsible for the loss, damage or theft of any personal property. Students wishing to protect themselves from the possibility of such losses should cover their belongings with the appropriate insurance. Renter’s insurance is generally available through the companies that carry vehicular and/or home insurance. Frequently, existing homeowner’s policies carried by parents cover a student’s personal property for the duration of the student’s college career. Students should investigate these policies before arriving on campus.
Article I. Basic Structure

Section 1. Committee Definitions
Committees are the basic working units of the assembly. It is not, however, a prerequisite that committee members be assembly members. Persons from various segments of the campus community may serve on the assembly committees.

Each committee is a working body. The basic function, purposes and organization are outlined below. The committees intentionally are given broad purposes and flexible definition in order to allow for maximum creativity on the part of the committee members. They are allowed to determine their own composition as their functions and needs demand.

The attendance policy for each Campus Union committee will be set by each committee at the beginning of the term by a majority vote of the committee members and must be approved by the executive committee. Any member of a Campus Union committee who violates the terms of the Campus Union committee’s attendance policy automatically will be removed from his/her seat on the committee upon a case review by the Campus Union Assembly. They also automatically will be removed from his/her seat on the assembly upon a case review by the elections and nominations committee and be declared ineligible for re-election to the general assembly. If they are elected members of the Campus Union Assembly, they also automatically will be removed from his/her seat on the assembly upon a case review by the elections and nominations committee and be declared ineligible for re-election to the general assembly or officer position. It will be up to the committee chair’s discretion as to what constitutes a missed meeting.

All standing and ad hoc committees are answerable directly to the assembly, and ad hoc committees are answerable to the executive committee. Any committee action is subject to the approval of the assembly by a simple majority. Periodic reports of activities and plans must be presented to the assembly. The assembly may call for a report from a committee at any time. Budgeting for all committees shall be handled by the financial affairs committee of the assembly.

Section 2. Chaplain
The assembly shall elect a chaplain from the voting membership to provide devotions at the beginning of each assembly meeting. The chaplain also must coordinate the formal acknowledgment of passings that affect members of the Wofford community. In the event of such passings, appropriate measures shall be taken to communicate the condolences of the Campus Union to the affected person(s), family and the Wofford community at large.

Section 3. Parliamentarian
The assembly shall elect a parliamentarian to serve the same term as the members of the assembly. This shall be a non-voting position.

Section 4. Historian
The assembly shall elect a historian to give historical remarks at the beginning of each assembly meeting.

Article II. Committees

Section 1. Elections and Nominations Committee
a. Duties
1. This committee shall be responsible for setting and publicizing dates for all elections, responsible for the mechanics and actual conduct of elections, responsible for publicly posting the names of those persons elected, responsible for informing the candidates running for a particular office of the final vote count corresponding to that office and responsible for all other post-election matters, including runoff elections.
2. This committee shall nominate students to serve in various committee capacities, shall nominate persons to serve on the various faculty and administrative committees.
3. This committee shall appoint student body members of standing, college and other committees in the two weeks after the election of the assembly. Assembly members will turn over at the end of their delegate terms.
4. The committee chair appointees will be appointed to their respective committees within two weeks of Campus Union assembly elections. They will serve on the committee until the end of the academic year and then assume the position of chair.
5. All nominations made by the committee are subject to approval by the assembly.
6. This committee may recommend removal of a committee chair, subject to the approval of the
7. The advocates shall be appointed by the Judicial Commission and subject to approval by the assembly.
8. The vice president shall report all proceedings of this committee to the assembly.
9. Elections for senior class officers shall be held in conjunction with Campus Union delegate elections in the spring semester.
10. Membership
11. Chair: President of the Campus Union
12. Vice president of the Campus Union
13. Secretary of the Campus Union
14. Treasurer of the Campus Union
15. One sophomore, one junior and one senior assembly member nominated and elected by the assembly as a whole. The size of this committee is not flexible and must be as specified above.

Section 2. Executive Committee
a. Duties
1. This committee shall provide a forum whereby the needs of the Campus Union Assembly may be examined in detail and where such actions as may be necessary can be undertaken.
2. This committee shall have the power to provide an accessible forum where legislation pertinent to the constitution, bylaws and rules of the Campus Union Assembly may be discussed and reviewed in detail.
3. Membership
4. The chair of this committee shall be the vice president of the Campus Union.
5. Membership shall consist of all chairmen of the standing committees as appointed by the elections and nominations committee.
6. Ad hoc committee chairmen will be considered members of this committee and their attendance is expected.
7. The executive committee shall meet regularly at a time specified by the committee or the chair.
8. The attendance records of the executive committee members will be used as a basis for the elections and nominations committee’s appointments the following year.

Section 3. The Wofford Activities Council
a. Duties
1. This committee shall provide social programs for the entire college community.
2. This committee shall be responsible for hiring artists, promotion, publicity marketing, ticket sales, security and meeting all contract requirements of the artists.
3. The committee should coordinate closely with Wofford College and community calendar of events in planning programs.
4. This committee shall work specifically with the campus life and student development staff in executing its plans for Homecoming and Spring Weekend.

b. Membership
1. The chair shall be appointed by the Elections and Nominations Committee. A campus-wide application process will take place prior to appointment by the Elections and Nominations Committee. Assembly membership is not a prerequisite for this position.
2. Assembly members shall be appointed to the Wofford Activities Council by the Elections and Nominations Committee.
3. No less than eight other students outside the assembly shall be appointed.
4. At least one fraternity member and one sorority member, as well as members from other chartered organizations, shall be appointed.
5. The director of campus life and student activities shall serve as a non-voting member of this committee.
6. This committee shall have the power to regulate its size and composition as it sees fit.

Section 4. Campus Relations Committee
a. Duties
1. This committee shall work through all available media and a person designated by the senior director of public relations and communications in the Office of Marketing and Communications to ensure that proper news coverage is given to both organizational and individual activities. This committee shall maintain good public relations between the Wofford College community and the local community.
This committee shall collect, coordinate and report all dates of events sponsored by any group of the Wofford campus and also all dates of interest to members of the Wofford College community of events in the Spartanburg area.

2. This committee shall coordinate the activities of the Presidential Advisory Council, which meets monthly with the president of the college to discuss campus issues.

3. This committee shall organize presidential dinners in conjunction with food service.

4. This committee shall publicize vacancies of the Campus Union Assembly and dates of elections to fill those vacancies.

b. Membership

1. The chair shall be appointed by the Elections and Nominations Committee. Assembly membership is not a prerequisite for this position. A campus-wide application process will take place prior to appointment by the elections and nominations committee.

2. Assembly members shall be appointed to the campus relations committee by the Elections and Nominations Committee.

Section 5. The Facility Affairs Committee

a. Duties

1. This committee shall act as an agency responsible for hearing and expressing student grievances and suggestions in areas such as food services, physical plant, campus development and maintenance services.

2. It shall work specifically with the associate vice president for facilities and capital improvements to resolve problems that may arise under its jurisdiction.

b. Membership

1. The chair shall be appointed by the Elections and Nominations Committee. A co-chair will be selected by the facility affairs committee. Suggestions for this position may be made by the Elections and Nominations Committee. Assembly membership is not a prerequisite for this position. A campus-wide application process shall take place prior to appointment by the Elections and Nominations Committee.

2. Assembly members shall be appointed to the Facility Affairs Committee by the Elections and Nominations Committee.

3. This committee shall have the power to regulate its size and composition as it sees fit.

Section 6. The Financial Affairs Committee

a. Duties

1. This committee shall compile and submit a proposed Campus Union budget each year for approval by the assembly and, then, to the college budget committee for its approval.

2. Vouchers for Campus Union funds shall require the signature of the treasurer or the president of the Campus Union and the dean of students.

3. A standing committee must submit an itemized budget for approval from this committee. It then shall be brought before the Campus Union Assembly for approval.

b. Membership

1. The chair is the treasurer of the Campus Union.

2. Assembly members shall be appointed to the Financial Affairs Committee by the Elections and Nominations Committee.

3. Two students not in the assembly shall be nominated by the Elections and Nominations Committee.

4. The elections and nominations committee should be careful to select committee members who have interest in and knowledge of organizational budgeting. The organization of this committee shall not be flexible and shall be as specified.

Section 7. Wofford Live

a. Duties

1. This committee shall serve as the concert-planning committee of Wofford College.

2. This committee shall receive and consider requests for the allocation of finances from both individuals and organizations to fund fun events on Wofford College campus.

3. This committee shall make a conscious effort to fund a wide variety of events and to appeal to the diverse social needs of the student body.

4. This committee shall operate according to the guidelines adopted by the Wofford Live Committee.
b. Membership
1. The chair shall be appointed by the Elections and Nominations Committee. Assembly membership is not a prerequisite for this position. A campus-wide application process shall take place prior to appointment by the Elections and Nominations Committee.
2. An open application process will encourage the general student body to apply for committee positions.
3. Assembly members shall be appointed to the Wofford Live Committee by the Elections and Nominations Committee.
4. The committee shall have the power to regulate its size and composition, although the number of members shall be no more than 12.
5. Members should represent both the Greek and non-Greek communities.
6. The adviser from the student affairs staff will be selected by the dean of students, the president of the student body and the chair of the Wofford Live Committee with the consent of the Elections and Nominations Committee.

Section 8. The Wofford Athletics and Recreation Committee
a. Duties
1. This committee shall promote and encourage greater attendance, spirit and support of all Wofford athletics programs.
2. This committee shall work to make Wofford sporting events a routine part of the average student’s weekly schedule.
3. This committee shall work to advise the other athletics support groups and departments on campus.
4. This committee shall work to help integrate student-athletes into other aspects of Wofford campus life.
5. This committee shall work specifically with the director of intramurals, campus recreation and club sports to promote programs and services.
6. The chair shall be appointed by the Elections and Nominations Committee. Assembly membership is not a prerequisite for this position. A campus-wide application process shall take place prior to appointment by the Elections and Nominations Committee.
7. Assembly members shall be appointed to the Facility Affairs Committee by the Elections and Nominations Committee.
8. The committee shall have the power to regulate its size and composition.

Section 9. The Wellness and Safety Committee
a. Duties
1. The committee shall encourage and promote awareness of Department of Campus Safety and Wellness Center initiatives, programs and services, as well as expand and share the responsibility of promoting and sustaining a healthy and crime-free community.
2. This committee shall meet and work regularly with faculty, Department of Campus Safety and the Wellness Center to promote programs and services to the student body.
3. The committee shall create a schedule of programs at the beginning of each semester that is flexible to change.
4. This committee shall compile and submit an itemized budget each year for approval by the Financial Affairs Committee.

b. Membership
1. The chair shall be appointed by the Elections and Nominations Committee. Assembly membership is not a prerequisite for this position.
2. Up to two assembly members shall be appointed to the committee by the Elections and Nominations Committee.
3. A campus-wide application process, accepting the most qualified students, shall take place each semester. Committee members have the option of unlimited reelection.
4. The committee shall actively seek members that represent the following groups and/or organizations (understanding numbers will fluctuate each school year):
   - One student-athlete (current member of Student Athletic Advisory Council)
   - One resident assistant (current members of RALT)
   - One member of the Army ROTC
   - Three members of Fraternity and Sorority Life (a current member of IFC, NPHC, and Panhellenic)

**Article III. Ad Hoc Committees**

**Section 1. Purpose of Ad Hoc Committees**

a. The purpose of an ad hoc committee is to study a specific issue or administer a project that does not fall within the jurisdiction of any standing committee.

b. By definition, ad hoc committees should serve for a limited period of time and then be dissolved.

**Section 2. Creation of Ad Hoc Committees**

a. The Campus Union Assembly may create ad hoc committees by majority vote.

b. The president of the Campus Union shall appoint the chairs and the members of the ad hoc committees.

**Section 3. Terms of Ad Hoc Committees**

a. The resolution creating an ad hoc committee must state the purpose and goals of the committee.

b. The resolution must set a deadline, which shall not be more than a year in the future, for completion of the ad hoc committee’s work.

c. The ad hoc committee may petition the assembly for an extension of its deadline; however, the committee must justify its request for an extension.

d. The ad hoc committee must take periodic reports on its progress to the assembly, and the assembly may dissolve the committee if it becomes inactive.

**Article IV. Code of Conduct**

**Section 1. Current Members**

Campus Union Assembly members will be required to sign a honor pledge during each term of office where they will pledge to report any violations listed below that they commit. Any Campus Union Assembly member will be asked to resign from office if he/she is in bad standing with the College or found responsible for:

a. Any offense of the Honor Code of Wofford College by the Honor Council, and/or

b. Any offense of the Code of Student Rights and Responsibilities, such as, but not limited to, one or more Drug Violations (Types 1-6), a Category A: Second Offense Sanction, a Category B: Second Offense Sanction, and/or a Category C: Second Offense Sanction under the Wofford College Alcohol Policy, and/or

c. Violating another institution’s policies, outlined under the subsection titled “Conduct of Wofford Students While on Other College Campuses” in the Wofford College Code of Student Rights and Responsibilities, and/or

d. Violating local, state, federal or international laws beyond Wofford’s jurisdiction. These violations include, but are not limited to, Class A-F Felony charges outlined in Section 16-1-90 of the South Carolina Code of Laws. Misdemeanor charges should only be addressed in repeated or extreme cases.

Any member that is found responsible for one or more of the violations above during his/her term of office will be asked to resign. The member will be ineligible to run for future elections unless he/she appeals to the Elections and Nominations Committee under the advisement of the Dean of Students. These appeals will decide on a case by case basis an individual’s eligibility to run for office in the future.

**Section 2. Potential Members**

Any non-Assembly student who commits any of the violations outlined in Section 1 of Article IV during his/her time as a student at Wofford is ineligible to run for any Campus Union election unless he/she appeals to the Elections and Nominations Committee under the advisement of the Dean of Students. These appeals will be decided on a case by case basis.

**Section 3. Reporting**

Any violations outlined in Section 1 of Article IV should be self-reported by the member himself/herself. If the infractions are not self-reported, the appropriate chair will report the infractions, excluding the Honor Council due to FERPA laws.
The appropriate chair will be present at the appeal hearings for any violation under their category along with the Dean of Students. The Elections and Nominations Committee will serve to investigate the matter, in accordance with Robert’s Rules Article XIII Section 75, Trial of Members of Societies.

**Section 4. Confidentiality**
Every member of this committee will be required by the Dean of Students to sign a confidentiality agreement which will be submitted to the Provost, the Advisor of the Honor Council, and the Dean of Students. The confidentiality agreement will be produced by the Dean of Students which should align with the ones produced by the College. Any member who violates the confidentiality agreement will be asked to resign from the Assembly.
Constitution of the Wofford College Campus Union

Approved May 13, 1980

We, the students of Wofford College, united as the Campus Union, convinced that our stake in the future of this college entitles us to a role in its governance, committed to the preservation of the ideals of the college and to the improvement of campus life and resolved to promote the orderly and efficient administration of student activities, to ensure the democratic representation of our interest and opinions and to provide for the means to govern ourselves, do ordain and establish this constitution of the Campus Union of Wofford College.

Article I. The Judicial System

Section 1. Organization
The judicial system shall be organized according to the provisions of the Code of Student Rights and Responsibilities.

Section 2. Election of Judicial Commissioners
a. The election of the five judicial commissioners shall be held the last week in February.
b. Any vacancy in an elected commission position occurring before the end of the mid-semester grading period of the fall semester shall be filled by a special election to be held within two weeks of the meeting of the Judicial Commission at which the vacancy is declared.

Section 3. College Advocate
The attorney general shall be appointed by the Judicial Commission and shall present to the Judicial Commission charges against students accused of violating acts of the assembly and provisions of the Code of Student Rights and Responsibilities.

Article II. The Campus Union Assembly

Section 1. Government of Student Body
The government of the student body of Wofford College shall be vested in a Campus Union Assembly.

Section 2. Composition of the Assembly
The membership of the assembly shall include:
a. The officers of the student body.
b. Six students from each class, elected by their respective classes.
c. Eight students elected by the student body at large.
d. Chairs of standing committees, not elected to the assembly under the above provisions, and one representative each from the Judicial Commission and Honor Council (elected by their own bodies) shall be non-voting members of the assembly.

Section 3. Election of Assembly Members
a. Any student enrolled and present at Wofford College, who previously has not been impeached, been recalled or asked to resign from the assembly or is neither a current elected or appointed member of the Judicial Commission nor an appointed member of the Honor Council, shall be eligible for election to the assembly.
b. Representatives of the rising sophomore, junior and senior classes shall be chosen at an election held two academic weeks preceding the final week of classes of the spring semester. They shall serve on the assembly for a term of one year. No more than one candidate shall be eligible to run for each position.
c. Representatives of the incoming first-year class shall be chosen at an election to be held during the third week of the fall semester. The delegates elected shall serve until the next Campus Union Assembly election in the following spring semester.
d. Those candidates receiving the highest number of votes in each category shall be elected. In the event of a tie vote, a runoff election shall be held on the class day following the general election.
e. Any vacancy in the assembly occurring before the end of the mid-semester grading period of the fall shall be filled by a special election to be held within two weeks of the assembly meeting at which the vacancy is declared. If a vacancy occurs after the mid-semester grading period, then the president, upon unanimous consent, shall be endowed with the power to appoint a member of the student body to fill this position for the rest of the term.
Section 4. Oath of Office
All assembly members shall take and subscribe to the following oath, to be administered by the chair of the Judicial Commission:

I do solemnly promise that I will to the best of my ability, preserve, defend and enforce the provisions and spirit of the constitution of the Campus Union of Wofford College. I also promise that I will diligently, faithfully and conscientiously perform my duties as a member of the Campus Union Assembly.

Section 5. Duties and Powers of the Assembly
a. The assembly shall determine the rules of its proceedings. Approval, amendments or suspension of the rules shall require the concurrence of three-fourths of the members present and voting.
b. The assembly shall establish bylaws describing the duties and composition of its standing committees.
c. Approval or amendment of the bylaws shall require the concurrence of two-thirds of the members present and voting. A proposed amendment to the bylaws must be presented in writing to the assembly at the meeting prior to the one at which the vote is taken.
d. The assembly shall prescribe the time, place and manner of all student body elections.
e. The assembly shall supervise the expenditure of funds allocated to it by the Wofford Board of Trustees.
f. The assembly may enact legislation pertaining to the conduct and activities of students of Wofford College, provided that such legislation is consistent with the provisions of the Code of Student Rights and Responsibilities and that no legislation be enacted regulating academic policy. The president of the college or board of trustees may annul any act of the assembly that they consider inconsistent with the aims and laws of Wofford College or contrary to the purposes of this constitution or the Code of Student Rights and Responsibilities. In any such case, the assembly shall be notified in writing of the reasons for this annulment.
g. Members of the assembly shall exercise the following additional duties and rights:
   1. To receive all notices.
   2. To attend all meetings.
   3. To present, discuss, nominate and vote on any motions, resolutions and other business of the assembly.
   4. To inspect all official records of the Campus Union.
   5. To insist on enforcement of all rules and parliamentary law.
   6. To have a hearing before being expelled or penalties applied.
   7. To resign.
   8. To exercise any other rights given in the constitution of the Wofford College Campus Union and/or bylaws of the Wofford College Campus Union.
   9. Also:
      a. Each delegate shall be required to propose two proposals to the assembly per each individual’s term of service.
      b. It shall be the duty of the Campus Union secretary and the executive committee, at large, to keep records of and enforce assembly members’ work in making their required proposals.
      c. If a delegate fails to produce his/her required proposals, in accordance with the guidelines specified by the executive committee, the elections and nominations committee shall deem the appropriate actions that should be taken in reaction to the delegates’ violations.

Section 6. Standing Rules of Business
a. The parliamentary authority shall be the current edition of Robert’s Rules of Order and apply to all business of the assembly, except where it differs from the constitution of the Wofford College Campus Union.
b. A quorum of the assembly of the Campus Union shall consist of two-thirds of the elected Campus Union officers and assembly members.
c. The assembly may debate in executive session if two-thirds of the assembly concurs. All results of the executive session will be made public.
d. Any proposals, especially those proposing amendments to the Code of Student Rights and Responsibilities which are to be presented to the Wofford College Board of Trustees, must be submitted in writing to the Campus Union Assembly at its regularly scheduled meeting prior to the trustees’ board meeting at which it is discussed.
e. All bills and resolutions must be presented to the secretary of the Campus Union in writing by the assembly member offering the bill or resolution. All bills and resolutions should be submitted by 5 p.m. on the Friday prior to the next regularly scheduled meeting of the assembly or at the discretion of the secretary.
f. An agenda must be presented to the members of the assembly at least eight hours prior to the scheduled meeting.
Section 2. Election of Officers  

a. Any student enrolled and present at Wofford College who previously has not been impeached, recalled or asked to resign from the assembly or an office thereof, shall be eligible for election to an office of the Campus Union.
b. Officers shall be chosen at an election to be held four academic weeks preceding the final week of classes. They shall serve for a term of one year. No more than one candidate shall be eligible to run for a single officer position.

c. Election shall be by majority vote. In the event that no candidate receives a majority of the votes cast, a runoff election shall be held on the school day following the general election between the two candidates receiving the highest number of votes.

d. Any vacancy in an office occurring before the end of the mid-semester grading period of the fall shall be filled by a special election to be held within two weeks of the assembly meeting at which the vacancy is declared.

e. A student who is not presently serving any sanctions imposed by a judicial body is said to be in good standing with Wofford College.

Section 3. Oath of Office
All officers shall take and subscribe to the following oath to be administered by the chair of the Judicial Commission:

I do solemnly promise that I will, to the best of my ability, preserve, defend and enforce the provisions and spirit of the constitution of the Campus Union of Wofford College. I also promise that I will diligently, faithfully and conscientiously perform my duties as an officer of the Campus Union.

Section 4. Duties of the Officers
a. The president of the Campus Union shall be the presiding officer of the assembly, shall be an ex officio member of all committees of the Campus Union, shall make appointments to ad hoc committees and shall represent the student body at meetings of the Wofford Board of Trustees and of the student life committee of the board of trustees.

b. The vice president of the Campus Union shall assume the duties of the president in the event of his/her absence or incapacity, shall be an ex officio member of all committees of the assembly, shall meet with the president and shall represent the student body at meetings of the student life committee of the board of trustees.

c. The secretary of the Campus Union shall keep the minutes of all assembly meetings, shall publish and maintain a record of the acts and resolutions of the assembly and shall represent the student body at meetings of the education committee of the board of trustees.

d. The treasurer of the Campus Union shall audit and maintain the budgetary records of the assembly, shall make monthly financial reports to the assembly and shall represent the student body at meetings of the finance committee of the board of trustees.

Article IV. Impeachment and Recall

Section 1. Impeachment
Any officer or assembly member may be impeached upon petition by eight assembly members. Evidence of incompetence, corruption or gross neglect of duty in the work of the assembly, or of its committees, shall constitute grounds for impeachment. The assembly shall have the sole power to try impeachments and the chair of the Judicial Commission shall preside at the proceedings. Conviction shall require the concurrence of three-fourths of those present and voting. Any person so convicted shall be removed from office and may not be a candidate for election to the assembly or to an office of the Campus Union.

Section 2. Presidential Veto
The president of the Campus Union Assembly shall have the power to veto a proposal. The president must veto within seven days. The assembly may override the veto with a two-thirds majority vote.

Section 3. Recall
Upon petition to recall an officer, other assembly member or judicial commissioner by at least one-tenth of the members of the constituency from which the official was elected, the question of recall shall be referred to that constituency. Any person so recalled by the constituency shall be removed from office and may not be a candidate for election to the assembly, to an office of the assembly or to the Judicial Commission.

Article V. Referenda
If the president of the Campus Union or a majority of the assembly so directs, or upon petition by at least one-tenth of the student body, a proposal previously enacted shall be referred to the student body. A majority of those voting is necessary to nullify it.
Article VI. Ratification and Amendment

Section 1. Effective Date
The constitution shall go into effect upon approval by the Wofford Board of Trustees and ratification by a majority of those voting in a student body referendum. When ratified and approved, it shall supersede all former constitutions of the student body.

Section 2. Amendments
Amendments to this constitution may be proposed by the assembly with the concurrence of two-thirds of those present and voting. Any amendments so proposed shall go into effect upon approval by the Wofford Board of Trustees and ratification by a majority of those voting in a student body referendum, provided that the amendment has been published in the Wofford College student newspaper at least once. In addition, it must either be distributed to all students by way of campus mail or by way of a public mass email prior to the referendum.
Code of Student Rights and Responsibilities

Preamble
Since Wofford College is a community of persons living together in a social as well as educational context, there must be a code of student responsibility. Wofford College is, however, dedicated to the maturing of men and women and the pursuit of a liberal education. Therefore, the responsibility for student conduct, both on and off the Wofford campus, rests principally with the students themselves. Wofford College has flexible policies and procedures, rather than rigid and needlessly detailed rules and regulations. Thus, the Wofford College community expects to remain open as well as to maintain order.

Relationships between College Code and Other Authorities

A. Civil Law
Although Wofford College is concerned with all activities of all students, both on and off campus, which constitute a part of their educational experience, Wofford College will not assume jurisdiction over activities off campus except in those rare instances in which such activities are clearly detrimental to the Wofford College community. Aside from ensuring fair treatment and providing assistance in the securing of counsel, Wofford College administration will not involve itself in students’ arrest by civil authorities.

If a violation of civil law occurs on campus, Wofford College may institute its own proceedings against the offender if Wofford College’s interest as determined by the Judicial Commission is clearly distinct from that of the community outside the college.

B. College Policies
Wofford College students will be subject to the policies and procedures of this institution. If any issue is not clearly addressed by the Code of Student Rights and Responsibilities, the judicial body and student body may consider the Wofford College Policies as a supplement to the code.

Conduct of Wofford Students While on Other College Campuses
It is foreseeable that Wofford students might violate regulations on other college campuses. Since such infractions may not violate civil law and since other colleges have no jurisdiction to punish Wofford students, the Judicial Commission is given discretion to determine jurisdiction over such violations.

Educational Rights and Responsibilities

A. Right of Inquiry
Students and student organizations are free to examine, to discuss and to express opinions or questions of interest to them. Furthermore, in order to bring to the campus a wide range of viewpoints on various subjects, the Wofford College community believes that no speaker invited by a campus organization should be denied free access to the campus.

A campus organization wishing to bring an outside speaker to the campus should notify the dean of students and make necessary arrangements for proper scheduling of facilities and preparation for the event. It should be realized by all persons that sponsorship of outside speakers by the Wofford College community does not imply approval or endorsement by Wofford College of the views expressed. In addition, all speakers must agree to be available for questions and answers. Wofford College, of course, cannot shield from state or federal prosecution any speaker whose utterances at Wofford allegedly violate valid laws relating to treason, sedition, obscenity or the like.

B. Right of Expression
In the interest of academic freedom and the right of peaceable assembly, Wofford College students are allowed in any public area of Wofford College, including corridors and other places set aside for public meetings, to support or protest any cause of interest to them. All student gatherings or demonstrations must be orderly and must not interfere with the legitimate pursuits of other members or guests of Wofford College. The students of Wofford College are encouraged to voice their opinions, but they should realize that they speak only for themselves and not for the student body or the Wofford College community as a whole. Participation of students in demonstrations and protests off the campus is left to their own discretion, subject only to the article above. The Wofford College name, however, is retained for official, recognized organizations and activities and may not otherwise be used without special permission.
The publications of Wofford College, both oral and written, shall conform to journalistic ethics and to good practices of that profession. This includes the avoidance of libel and slander, indecency, undocumented allegations, attacks on personal integrity and the techniques of harassment and innuendo. With these standards, the publications of Wofford College will be free of censorship, prior restraint or advance approval of copy. The individual editors will employ their own discretion concerning editorial and news policy and will not be subject to arbitrary suspension or expulsion from Wofford College because of editorial or news policy.

**C. Freedom of Association**

As part of the academic freedom sought by Wofford College, students may organize themselves into any groups they wish for whatever purpose they wish. All students in an organization shall be subject individually to the rules of Wofford College and the community.

Any student has the right to associate freely with off-campus organizations without being punished or in any way harassed for this membership or association.

A student organization may apply for recognition by Wofford College by meeting the requirements for application set up by Wofford College. (Refer to Business Policies.)

1. The name of the organization, its stated purposes and the names of its principal officers must be on file in the office of the dean of students.
2. Recognized Wofford organizations shall not practice racial, sexual or religious discrimination, except as authorized by Title IX, Section 901 of the United States Code.

Recognition may be granted or denied by the Student Affairs Committee of the faculty.

Recognized organizations have Campus Post Office privileges and priority over unrecognized student organizations in the use of campus facilities for meetings and social functions. Though recognition does not entitle an organization to appropriation from college funds, only recognized organizations may apply.

**Social Responsibilities**

**A. Conduct Affecting the Person, Property or Rights of Others**

Wofford students shall not lie, cheat or steal. It is the responsibility of the students to respect the persons, property and rights of others. Therefore, students will not engage in any form of activity that results in or that might naturally result in any of the following:

1. Injury to person.
2. Damage to property.
3. Interference with the normal activities of Wofford College.
4. Interference with the rights of other members of the Wofford community.

**B. Alcohol Policy**

Possession or use of alcoholic beverages is governed by local ordinances and state law. In addition, on-campus conduct of students and their guests relating to the possession or use of alcoholic beverages is a matter of special concern and is subject to policies and procedures set forth in a statement adopted by the Wofford Board of Trustees and appended to this code. The administration will assume jurisdiction in these cases. (The complete policy is detailed in the College Policies section of this handbook.)

**C. Drug Policy**

Possession or use of narcotic, mind-altering or other illicit drugs, except on prescription of a licensed physician, is prohibited by local ordinances and by state and federal laws. In addition, possession or use of these substances by Wofford College students and their guests is a matter of special concern and is subject to the college’s policies. The administration will assume jurisdiction in these cases. (The complete policy is detailed in the College Policies section of this handbook.)

**D. Sexual and Gender-Based Misconduct**

All students have the right to work and study in an environment free from all forms of adverse discrimination. This includes any form of sexual harassment or sexual misconduct. These terms are specifically defined and explained in the Sexual and Gender-Based Misconduct Policy in this handbook.
E. Discrimination and Harassment
Wofford will not tolerate any conduct (verbal or physical) that constitutes harassment by any administrator, faculty member, staff member, vendor or student. (Refer to the Discrimination and Harassment Policy in the College Policies section of this handbook.) The bias reporting form is found at connect.wofford.edu/mywofford/campuslife/biasIncident.aspx.

F. Civil Law
Students are expected to abide by civil law.

G. Gambling
Gambling on campus is not permitted.

H. Hazing
Hazing is not permitted on or off campus. Hazing is defined as any action taken or situation created by any organization or persons that would produce or result in mental or physical discomfort, embarrassment, harassment or ridicule.

I. Firearms
The possession and/or use of firearms (except where specifically allowed by state law for members of the Department of Military Science training with U.S. military weapons, rifle team members or members of the Department of Campus Safety), weapons and other propelling devices as well as explosives, such as fireworks, ammunition or chemicals that are explosive in nature, is prohibited on campus by college policy and/or S.C. law. Unauthorized use, possession or storage of any weapon on campus constitutes a violation of the code and college policy. All weapons are strictly prohibited in students’ rooms and elsewhere on campus to include student and employee vehicles.

A weapon is defined as any object or substance designed to cause reasonable apprehension of physical harm to any person, inflict a wound, cause injury, incapacitate or damage personal property. Weapons include, but are not limited to, all firearms, guns, Airsoft guns, BB guns, potato guns, paint guns, pellet guns, stun guns, axes, saws, slingshots, nunchakus and knives.

Note: Wofford College reserves the right to confiscate anything it deems hazardous or dangerous.

J. Fireworks and Other Weapons
Use of fireworks and explosives is prohibited.

K. Commercial Solicitation
No soliciting, canvassing or peddling is permitted by anyone on campus without specific written permission from the dean of students or his/her designee.

L. Responsibility to Campus Safety Officers
Campus safety officers protect the college and its occupants from vandalism, theft and other harmful conduct. They are to be treated with courtesy and respect by all members of the community. It is the responsibility of students and others to comply immediately with a request to show identification cards to any campus safety officer.

Honor Code
Preamble
Wofford College is committed to the moral as well as the intellectual growth of its students and staff. Freedom and responsibility in such a community demand that its members embrace unambiguous principles of good conduct. Thus, the Wofford College Code of Student Rights and Responsibilities emphasizes personal integrity as its highest value, and members of the community are expected to be honest, trustworthy, responsible and honorable.

Dishonesty (lying, cheating, defrauding and/or stealing) is especially destructive of the academic process. Integrity being necessary in research, discovery and expression of ideas, Wofford College has an honor code to express its intolerance for academic dishonesty. The Honor Code requires faculty, staff and students to be honest in their own work and their use of ideas and to encourage others to do the same. The code demands a high standard of personal honor. It requires students to pledge honesty in their academic work, and it sets forth appropriate responses to those who violate that pledge.
A. Academic Dishonesty
The Honor Code at Wofford College governs academic dishonesty. Academic dishonesty is a general term referring here to any cheating, misrepresentation and/or stealing in academic or intellectual work submitted by a student of Wofford College in courses or projects or for college publications. It also applies to dishonesty in academic activities in which students may represent Wofford College (college bowl or mathematics competitions, internships or research projects, for example), even if these activities occur when classes are not in session.

It is impossible to list all acts of academic dishonesty, but acts of academic dishonesty include:
1. Any conduct that involves the unauthorized use of information obtained by any means.
2. Unauthorized receiving, buying, selling or theft of any assignment, examination or quiz prior to its administration.
3. Unauthorized use of any electronic or mechanical device during any academic course.
4. Unauthorized collaboration on any test, assignment or project.
5. Plagiarism, which is defined as:
   a. Verbatim repetition, without acknowledgement, of the writings of another author.
   b. Borrowing or using information developed by another without acknowledging the source.
   c. Paraphrasing or translating the work or thought of another writer without acknowledgment.
   d. Allowing any other person or organization to prepare work that one then submits as his/her own.
6. Preparing any assignment for another to submit as his/her own.
7. Misrepresenting personal circumstances (such as conflicting responsibilities, personal illness or illness or death of loved ones) in an effort to avoid an assignment or deadline or as an excuse for not meeting academic responsibilities in a course.
8. Submitting for credit in a course any work previously submitted for credit in this course or in another course.
9. Any other incident of lying, cheating or stealing in the preparation or presentation of academic work.
10. Lying to members of the faculty, administration or Honor Council who are conducting an investigation or a hearing of academic dishonesty.
11. Misrepresenting personal or academic circumstances in order to gain advantage in registration for classes or to secure a course override.

B. Honor Pledge
A condition of matriculation at Wofford College is the signing of the Honor Pledge, in which students promise the faculty and fellow students they will not engage in any act of academic dishonesty. The pledge reads as follows:

I understand that Wofford College seeks to develop the character as well as the intellect of its students. I understand that Wofford students are expected to be honest, trustworthy, and honorable. Further, I understand that behavior contrary to these expectations threatens the values of the college and destroys trust among members of our campus community.

I have read and understand the provisions of the Wofford College Honor Code governing academic dishonesty. I understand that academic dishonesty reflects poor judgment and character, undermined the integrity of the academic program, and diminishes the value of the credentials of the graduates of the college.

As a sign of my membership in the Wofford College community and of my allegiance to its principle of honor, I promise the faculty and my fellow students that I will never engage in an act of dishonesty in my academic work.

As a reinforcement of the promise, students will sign work submitted in a course with the word “pledged” and their signature.

C. Honor Council
The Honor Council, a component of the student government at Wofford College, administers the provisions of the Honor Code. The council is composed of 12 students. The Honor Council is required to meet once every other week. Members of the Honor Council are selected each spring for the following year. At the beginning of the spring semester, the chair of the Honor Council will solicit the student body for applicants for membership on the council. Candidates will submit an application letter and two recommendations, one from a student and one from a faculty or staff member. The applicants are screened by the Electoral Board, which consists of the outgoing chair of the Judicial Commission, the four outgoing officers of the Campus Union, the six outgoing senior delegates of the Campus Union, the dean of students, the outgoing chair of the Honor Council, and two members of the faculty. The board will pass the names of those applicants it approves to the outgoing senior members of the Honor Council, who will elect from those approved by the board members of the Honor Council for the upcoming year. In making its selection of new members of the Honor Council, the board and the seniors on the council give primary consideration to a candidate’s moral character and
commitment to the promotion of academic honesty.

The newly elected members of the Honor Council are eligible to assume their council responsibilities effective the beginning of spring semester academic holidays. The Honor Council elects its chair, vice chair and secretary. If for any reason a member of the Honor Council vacates a position, the seniors on the council will name a replacement.

The chair of the Honor Council presides at hearings of accusations of academic dishonesty. For each case, the chair appoints a member of the council to serve as prosecutor for that case. The chair also appoints a student requested by the accused student to serve as student advocate. If the accused student has no request, the chair will appoint a student advocate from the council. If for any reason the chair is unavailable, the vice chair will act in his/her place. The secretary is responsible for all records and communications from the council. The Academic Integrity Committee will appoint at least one of its faculty members to observe each meeting and hearing of the council and to give advice and guidance to the council in performing its duties. The faculty member will not vote, nor will he/she attempt to persuade the council in its verdict or sanction.

1. Reporting Procedures
While failure to report an act of academic dishonesty is not an infraction of the code, all persons in the Wofford College community are to uphold the values of the Honor Code, and they should not tolerate academic dishonesty by others. When anyone in the Wofford College community has reason to believe that a student has committed an act of academic dishonesty, it is appropriate and right to report the matter in writing to the provost and the chair of the Academic Integrity Committee or to the faculty member involved. If the report goes to the faculty member, he/she will notify the provost and the chair of the Academic Integrity Committee. Upon receiving a report, the chair of the Academic Integrity Committee will notify the chair of the Honor Council (and the faculty member, if the report did not originate with the faculty member in question) and begin the process of adjudicating the case as described below.

Members of the Wofford College community must use their best judgment in determining whether or not acts are covered by the definitions of this code and therefore constitute academic dishonesty. Instructors who suspect that an instance of academic dishonesty has occurred will report the circumstances to the provost and the chair of the Academic Integrity Committee.

2. Adjudication
Upon receiving a report that an act of academic dishonesty may have occurred, the chair of the Academic Integrity Committee will determine whether the accused student previously has violated the code, and then will proceed as follows:

If the alleged infraction would be a first offense:
If the professor in question deems the matter warrants a sanction of suspension, he/she may choose to remand the case to the council without a preliminary meeting.

Otherwise, the chair of the Academic Integrity Committee will call for an adjudication meeting, to be attended by the professor, the accused student, a member of the Academic Integrity Committee and an advocate for the accused. The representative of the Academic Integrity Committee will chair the meeting. The advocate for the accused must be a current student at Wofford College. The chair of the Honor Council will nominate a member of the Honor Council to serve in this role, but the accused student may at his/her discretion choose a different person to act as his/her advocate.

At the adjudication meeting, the professor in question will present the evidence of an offense, and the accused student can offer a defense. The student is not obligated to offer a defense if he/she does not wish.

If the accused student admits that he/she did commit a violation, either knowingly or unknowingly, the meeting attendees will discuss an appropriate sanction. The ultimate decision on the sanction rests with the professor in question (in consultation with the attending member of the Academic Integrity Committee); however, the sanction can be no stronger than assigning a grade of WF (non-replaceable) for the course.

If the accused student does not admit to a violation of the code or chooses not to accept the sanction selected by the professor, the case is remanded to the council for a hearing, and a recording of the adjudication meeting will be made available to the council. If all parties agree to the selected sanction, the member of the Academic Integrity Committee in attendance will file a report with the chair of the Academic Integrity Committee and the Provost’s Office (and, in the case of a sanction of WF, with the Office of the Registrar), briefly outlining the facts of the case and the agreed-upon sanction.
If the alleged infraction would not be a first offense or if the preliminary hearing did not result in an agreement:
The case is remanded to the Honor Council. The faculty adviser to the Honor Council, a member of the Academic Integrity Committee designated by the chair and the prosecutor for the case will confer to decide whether there is probable cause for a charge. If two of the three agree that evidence is sufficient, the faculty adviser to the Honor Council will notify the chair of the Honor Council, who formally will charge the student and convene a court to hear the case.

If the adviser, designated member of the committee and prosecutor do not find sufficient evidence to make a charge, the chair of the Academic Integrity Committee will inform the accuser that the claim has been investigated and that no charge is being made. The matter is not recorded in the file of the accused student, and the faculty member must not consider the alleged violation in determining the student’s grade in the course. Any written records pertaining to the case will be destroyed.

Unless one already was selected, the chair of the Honor Council will nominate a member of the council to serve as advocate for the accused student. The student may accept that nomination or select a different student to serve in that role.

During the academic year, the chair of the Honor Council will convene six members of the council to conduct a hearing. During vacation periods, including summer terms, the chair has the option to convene a panel with as few as three members of the council to conduct a hearing. During such periods, if the accused student wishes to wait until a full court can be convened, he/she may do so with the knowledge that the hearing may be delayed as necessary until the college is in session. The Honor Council members so appointed will be the hearing court for the case. That number shall include the council chair, but not include the prosecutor or the student advocate. Any member who has kinship or a close personal relationship with the accused student will be expected to recuse himself/herself from the case. The student will be found responsible for a violation if at least four of the six members of the council (or a 2/3 majority during vacation periods) find that a preponderance of evidence indicates the violation occurred. Otherwise, the accused student will be found not responsible.

If the process leads to the student being found responsible, the attending member of the Academic Integrity Committee will inform the hearing court of any previous conviction the offender may have for academic dishonesty, after which the court will set the sanction. At least four of the six members of the court (or a 2/3 majority during vacation periods) must concur with the sanction. If there is no agreement, the least severe punishment under consideration will be administered. The verdict and the sanction will be announced by the court to the convicted student, the prosecutor and the student advocate immediately after the court completes deliberation and makes a decision, and the chair of the council will give the student a written notice of the council’s decision and sanction.

A student accused of academic dishonesty may elect to admit responsibility before or at the beginning of the hearing. In that case, the court will meet only to determine a sanction. The student may attend the meeting to make a statement or may choose to be absent, but must be present for the announcement of the sanction immediately after the court completes deliberation and makes a decision.

If the accused student is found not responsible, the verdict will be announced to the accused student, the prosecutor and the student advocate immediately after the decision is made. All materials relating to the case will be destroyed. The faculty member must not consider the alleged violation in determining the student’s grade in the course.

Meetings of a hearing of academic dishonesty are closed, attended only by the members of the court, other members of the council as observers, at least one member of the Academic Integrity Committee, the accused student and the student advocate and persons invited by the court to give information or testimony. In addition, the provost may aid the prosecution, and the dean of students or an appointed representative may aid the defense. The reporting faculty member may attend the hearing at his/her discretion, but may be in the room only while he/she is giving testimony or answering questions from the council. The proceedings of the court will be audio recorded for purposes of reference. The recordings of hearings will be maintained in the Office of the Provost for two years.

D. Sanctions
Students found responsible by the Honor Council for a violation of the code that occurs in the context of a course will be subject to the following sanction or sanctions:

1. Grading Sanction
Mandatory withdrawal of a student from the course, resulting in the professor’s assignment of a grade of WF (or F if
the determination is made after the course has been completed). The council may assign one of two grading sanctions:

1. Replaceable WF – The student may retake the course to replace the WF in his/her Wofford GPA. Both the WF and the retake grade will be noted on the transcript.
2. Non-Replaceable WF – The student may retake the course; however, both the WF and the retake grade will be used to determine Wofford GPA. Both the WF and the retake grade will be noted on the transcript.

2. Suspension
Separation of a student from Wofford College for a fixed period of time determined by the court, usually from the time remaining in the academic term to an academic year in length. Wofford will not accept for credit any work undertaken at other institutions by a student during his/her suspension from Wofford College.

3. Expulsion
Permanent termination of student status. The court may allow the student to complete the current term.

4. Workshop
The court may recommend that the student complete one or both workshops listed below within 30 academic days (exclusive of exams) following delivery of sanction. The recommendation will be recorded with the sanction, and the student’s completion of the workshop within the given time frame will be noted in Honor Council records.

1. A research workshop directed by the reference librarian on proper use of references in research and proper citation of materials used.
2. A time management workshop. Options for completing this workshop will be presented to the student at time of sanctioning.

Students found responsible for a violation of the Honor Code outside of the context of a course will be subject to the sanctions outlined in Article VI of the Code of Student Rights and Responsibilities.

1. First Offense
For a first offense that occurs within the context of a course, the court has the discretion to impose one of two sanctions: (1) a grading sanction or (2) both the grading sanction and suspension from Wofford College. On the motion of the provost, a student may be expelled from Wofford College for a first offense that is flagrant or egregious. In cases where the court believes a workshop may provide the student with important skills to aid in avoiding further infractions, the court also may require the completion of one or both workshops. For an offense outside the context of a course, the court may impose any of the sanctions outlined in Article VI of the Code of Student Rights and Responsibilities except expulsion, which may only be considered upon the motion of the provost.

2. Subsequent Offense
If a subsequent offense occurs within the context of a course, the sanction is (1) both the grading sanction and suspension as outlined above or (2) both a grading sanction and expulsion from Wofford College. The court also may require the completion of one or both workshops to demonstrate readiness for re-entry. If a subsequent offense occurs outside the context of a course, the sanction will be suspension or expulsion.

All sanctions take effect at the expiration of the 48-hour appeal period or as soon as the ruling on an appeal is made, except that if the infraction occurs late in a semester, the court may delay the beginning of a suspension or expulsion until the next term or semester. In the case of a suspension or expulsion with immediate effect, grades for the other courses in which the student is enrolled will be WF or WP as assigned by the professor, depending on whether the student is passing or failing at the time.

Students who have been suspended must apply to the registrar for re-admission at least 30 days before the date they seek to return. Wofford will not accept for credit any work undertaken at other institutions by a student during his/her suspension from Wofford under this code.

E. Communications
Prior to the resolution of a charge, all parties shall hold the names of students suspected of acts of academic dishonesty in confidence. Once each semester, the secretary of the council, with input from the chair of the Academic Integrity Committee, will provide the student body, faculty and administration with a report on the number of cases resolved and the sanctions imposed. The names of persons involved will be withheld.

When a student is found responsible for an act of academic dishonesty, all records of the adjudication meeting and/or the court, including copies of all correspondence, will be maintained in the Office of the Provost.
Formal charges of academic dishonesty will be communicated by the court to the accused student, the provost, the dean of students and the faculty or staff member teaching the course or sponsoring the academic activity. In addition to the announcement immediately after the court’s decision, the results of hearings, including the verdict and the sanctions, will be communicated in writing by the court to the accused student, the provost, the dean of students, the adviser to the Honor Council, the chair of the Academic Integrity Committee and the faculty or staff member teaching the course or sponsoring the academic activity. The attending representative of the Academic Integrity Committee will notify the registrar of sanctions and, in a case involving a student-athlete, will notify the director of athletics of the results of the hearing.

Formal charges of academic dishonesty, verdicts and sanctions will be communicated by the dean of students to parents or guardians of a student unless the student is independent as determined by college officials according to the Family Educational Rights and Privacy Act (FERPA), which protects the privacy of educational records.

F. Safeguards
When a case is sent to the Honor Council for a hearing, the accused student is guaranteed the following procedural safeguards.
1. The student must be informed in writing of any charge or charges at least 72 hours before the case is heard.
2. The student must be informed orally or in writing of the procedural rights set forth in these numbered paragraphs below.
3. The student has the option of being excused from any tests or examinations for a period of 48 hours before and after the scheduled hearing.
4. The student will be represented by a member of the Honor Council, who is appointed by the chair as the student’s advocate or, at the request of the charged student, the chair may appoint a Wofford student who is not on the council.
5. The student has the right to ask the court to invite persons to testify on his/her behalf regarding the facts of the case, and the court will invite such persons.
6. The student has the right to remain silent, and such silence does not constitute evidence of responsibility.
7. The student and his/her student advocate and the Honor Court prosecutor are required to exchange all evidence and materials for use in the proceeding at least 48 hours prior to the hearing.
8. The student may (and should) continue to participate in all course activities until the case and any appeals are fully resolved.

G. Appeals
The student has the right of appeal as outlined in the Honor Code. Any person found responsible for a violation of the Honor Code may appeal the verdict or sanction. The appeal must be submitted to the chair of the Academic Integrity Committee within 48 hours (excluding holidays and weekends) after the student has been notified orally by the court at the end of the hearing of the verdict or sanction. Appeals must be submitted in writing and must rest on appropriate grounds (which are exclusively those listed in section VIII.D.4 of the Student Code of Rights and Responsibilities). The Academic Integrity Committee, whose decision is final, will consider the appeal, giving the decision in writing within one week to the appellant and to the chair of the Honor Council. The actions of the Academic Integrity Committee are limited to: upholding or reversing the verdict, imposing a lesser sanction from those listed in the Honor Code, or, in the case of new evidence, remanding the case back to the council for further discussion. In the case of a sanction of suspension for more than one term, the Academic Integrity Committee may refer the appeal to the provost, who may uphold or reverse the verdict, impose a lesser sanction from those listed in the Honor Code, or, in the case of new evidence, remand the case back to the council for further discussion.

H. Revision
The Academic Integrity Committee is charged to review the code and its workings annually and to make revisions as needed. Revisions that only correct errors of spelling, grammar or punctuation may be made by the Academic Integrity Committee. All other revisions must be approved by the faculty and by the student body at large (as determined by a campus-wide referendum distributed electronically; if voter turnout is under 40 percent, any changes approved by the faculty will be enforced without student approval).

(Revised May 2016)
Sanctions
Students convicted, pursuant to due process, of violation of this code are subject to one or more of the following sanctions:

A. Fines
The maximum fine levied by any hearing board will not exceed $1,000. Fines must be paid within 30 days of sanctioning or before the end of the academic term, whichever comes first. The amount of the fine will be determined by the hearing board in consideration of the seriousness of the infraction.

B. Referral
A student may be referred to counseling or to other appropriate resources in the community.

C. Apology
A written or oral apology to an individual(s) or an organization whose rights the student has violated.

D. Warning
A written notice that states that the continuation of conduct in violation of the code will result in more severe disciplinary sanctions.

E. Community Restitution
Hours of work to a department or office of Wofford to be performed on campus as a hearing board deems appropriate. The specified number of hours of community restitution must be coordinated through the Office of Student Affairs.

F. Loss of Housing
A student may be evicted from college housing in the event that his/her conduct creates a hazard to him/herself or a nuisance to others.

G. Financial Restitution
Reimbursement in the form of money and/or labor for damage to or misappropriation of property.

H. Suspension
Exclusion from classes and other privileges or activities as set forth in the notice of suspension for a defined period of time. A person appealing the suspension sanction must submit a statement of such intent to the chair of the Judicial Commission within 24 hours after the verdict of suspension has been imposed. When a student has been given the sanction of suspension and has appealed this decision, the student may participate only in academic activities. He/she cannot take part in clubs, musical groups, athletics teams and other student organizations during this time period. When a student is suspended, he/she should leave the Wofford College campus within 24 hours after the final verdict of the judicial system has been determined. A suspended student is not allowed to return to campus without the written permission of the dean of students.

I. Expulsion
Termination of student status for an indefinite period of time. The conditions of readmission, if any are permitted, shall be stated in the order of expulsion. A person wishing to appeal the sanction of expulsion must make it known within 24 hours after the verdict of expulsion is reached by submitting a statement of such desire to the chair of the Judicial Commission. He/she will be permitted to remain enrolled in Wofford College. Until a response to an appeal is reached, the student may participate only in academic activities. He/she cannot take part in clubs, musical groups, athletics teams or other student organizations. When a student is expelled, he/she should leave the Wofford College campus within 24 hours after the final verdict of the judicial system has been determined. An expelled student is not allowed to return to campus without the written permission of the dean of students.

J. Suspended Sentence
In addition to the above sanctions, hearing boards have the power to suspend any or all of the sanctions upon the fulfillment of certain conditions as determined and set forth in the sanction statement of the respective hearing.

K. Records
The Judicial Commission will make public all sanctions imposed by the judicial system. The publication will include
listing of any violation and accompanying sanction in a publication distributed to all students at the beginning of the semester following the sanction. In addition, persons requesting information concerning rulings may request such information, absent names, from the chair of the Judicial Commission.

L. Notification of Parents and Guardians
All sanctions will be communicated to parents or guardians unless the student is independent as determined by college officials according to the Family Educational Rights and Privacy Act (FERPA).

M. Disciplinary Probation
Exclusion from participation in activities in which one represents Wofford College or any college-recognized organization as set forth in the notice of probation for a specified period of time.

N. Other Sanctions as Deemed Appropriate

O. Failure to Comply with Sanctions
Failure to comply with the sanctions imposed upon a student will result in harsher sanctions, including suspension.

Procedural Safeguards

A. Searches of Residence Hall Rooms/Apartments or Houses Leased by Greek Letter Organizations
Searches of student rooms/apartments or fraternity houses by civil authorities are governed by local, state or federal law. Searches by campus authorities may be conducted only under the following circumstances:

1. **Hot Pursuit**
Campus safety officers, perceiving what they reasonably believe to be a violation of this code or civil law, may pursue suspected offenders. Residence hall rooms and/or apartments (or similar areas) may be entered by campus safety officers in fresh pursuit and subjected to reasonable searches for implements or fruits of the suspected offense.

2. **Warrant**
In any case where there are reasonable grounds to believe that the search of a residence hall room or other campus facility will disclose the actual violation of this code or civil law or the implements or fruits of such a violation, said room or facility may be searched by warrant. A search warrant may be issued by the president of the college, the provost, the dean of students, the senior vice president for institutional advancement or the chief financial officer. It must identify specifically the area to be searched, the nature of the material for which the search is being conducted and the nature of the suspected violation. Such warrant shall be served by a campus safety officer or by a college official who did not issue the warrant, and it shall be served, if possible, in the presence of one or more occupants of the room or vehicle being searched. If the occupants are not present, the room may be searched by means of a pass key, by a member of the Department of Campus Safety and/or residence life staff and/or college official.

3. **Custodial Inspection**
At reasonable intervals and on advance notice, residence hall rooms, apartments or Greek Village houses may be inspected for maintenance, repair, health or safety purposes.

4. **Emergency Situations**
When a college official has reason to suspect that there is an emergency, the official may enter the premises after proper identification.

5. **College Official**
When a college official enters a room pursuant to any legitimate purpose as provided under this section, if the official observes any code violation in plain sight, the official may charge the student with a code violation.

B. Due Process of Law
A student who is charged with violating the code is guaranteed the following procedural safeguards:

1. The student must be informed in writing of any charge or charges at least 72 hours before the hearing is held. This formal statement of charges must state the nature, time and place of the violation charges. The date, time and place of the hearing must be disclosed.

2. The student must be informed orally or in writing of the procedural rights set forth in these numbered
3. The student has the option of being excused from any tests or examinations for a period of 48 hours after charges are presented, for a period of 48 hours prior to the scheduled hearing and for a period of 48 hours after the scheduled hearing.
4. The student has the right to be represented by a student advocate or any other full-time Wofford student of his/her choice. (Current judicial commissioners cannot serve in this role.)
5. The student has the right to call witnesses to testify on his/her behalf and has the power to subpoena any member of the college community.
6. The student has the right to confront his/her accuser, to cross-examine any witness and to challenge any written reports.
7. The student has the right to remain silent, and such silence does not constitute evidence of guilt.
8. The hearing shall exclude the following evidence:
   a. Confessions obtained by coercion or deceit.
   b. Objects or documents obtained as the result of illegal searches.
9. Records of prior criminal, social or academic infractions may be considered by the judicial system only after the finding of responsibility has been reached, when appropriate sanctions are being determined.
10. The student has the right to an open or closed hearing in an Administrative Hearing, Judicial Hearing and Appeals Hearing, at his/her own discretion.
11. The student and his/her student advocate are required to exchange lists of witnesses, discovery of evidence and retention of statements for use in the judicial proceeding with the college advocate and/or the dean of students no later than 24 hours prior to the hearing.
12. The burden of proof rests on the college advocate and/or the dean of students, and the standard of proof shall be the preponderance of the evidence.

The Judicial System

Preamble

The Wofford College judicial system is established as the forum whereby students and chartered organizations charged with violations of the Code of Student Rights and Responsibilities have alleged charges adjudicated. Members of the judicial system must be held above reproach, bestowing the utmost respect to the system they uphold. The protection of students’ rights shall be ensured by the integrity of the process and the safeguards set forth in the code. The system shall seek to ascertain truth and rectify harms, so that Wofford College can provide a safe and free environment for students to pursue a liberal arts education.

A. Judicial Commission

1. Purposes and Duties
   • To supervise all judicial processes and decide original jurisdiction in all violations of the student code.
   • To serve as members, upon appointment, to a Judicial Hearing Board.
   • To serve as members, upon appointment, to an Appeals Hearing Board.
   • The Judicial Commission chair shall be elected by the Judicial Commission from the six elected commissioners and five appointed commissioners at the first meeting of the commission. The chair shall be the non-voting director of the judicial system, except in the case of a tie in which he/she will cast a vote. The chair will work with the Office of Student Affairs to confirm the appointment of commissioners to each hearing. He/she will chair Judicial Hearing Board and Appeals Hearing Boards and will be responsible for leading the meetings of the Judicial Commission.
   • To decide on the procedures to be followed in the appeals proceedings.
   • To decide college interest concerning student violations of civil law or codes of other colleges or universities.
   • To read statements of intent to appeal and to determine whether grounds are sufficient to warrant an appeal to the Appeals Hearing Board and to notify students via email of their decisions within 48 hours of the next weekly Judicial Commission’s meeting, excluding student holidays or weekends.
   • To meet every other week to dispose of all matters pending and for commissioners to receive hearing appointments.
   • These meetings, as well as all non-administrative hearing boards, should fall on a set day of the week. The chair or adviser may call additional meetings as needed.

2. Composition
   • There shall be 11 members. Six members are elected as follows: three at large from the student body and one member each from the rising senior, junior and sophomore classes. Five members are appointed by the senior or the graduating members of the Judicial Commission and the outgoing officers of the Campus Union during the
month of February, following an application and interview as follows: two at large from the student body and one member from each of the rising senior, junior and sophomore classes.

- The Judicial Commission chair shall be elected by the Judicial Commission from the five elected commissioners and four appointed commissioners at the first meeting of the commission. The chair shall be the non-voting director of the judicial system, except in the case of a tie in which he/she will cast a vote. He/she will be responsible for appointments of commissioners to each case, including ensuring that all commissioners serve on 30 percent of the Judicial Court and Appeals Court hearings. He/she also will sit on each case and will be responsible for leading the meetings of the Judicial Commission.
- The Judicial Commission, upon its first meeting following elections and appointments, shall choose the vice chair from among its members. The vice chair shall serve as chair in the absence of the chair.
- The Judicial Commission, upon its first meeting following elections and appointments, also shall choose a clerk from among its members.
- All candidates for the Judicial Commission must have not been found responsible for any violation of the Code of Student Rights and Responsibilities other than an alcohol education option or parking citations.
- The members of the Judicial Commission shall not be elected members of the Campus Union, nor shall they be appointed members of the Honor Council. In the event someone becomes a dual office holder, he/she will have one week to make a choice and resign from one of the offices.

3. Removal
- Grounds of removal of a commissioner shall be negligence of duties or malfeasance in office.
- Upon petition signed by three members of the Judicial Commission, the Appeals Hearing Board must consider the merit of such a petition of impeachment and rule thereon. The three petitioners and the impeached commissioner shall not sit on the Appeals Hearing Board during the hearing for removal. If the chair of the Judicial Commission is a petitioner of the impeached, the Appeals Hearing Board shall choose an acting chair. In these hearings and in any case in which more than four members of the commission are involved, the seats of the petitioners will be taken by the president of the Campus Union and the chair of the Honor Council. The burden of proof shall rest on the petitioners. At least a two-thirds vote of the Appeals Hearing Board shall be required to remove the impeached commissioner.
- Upon removal of a commissioner, the Campus Union Assembly shall provide for an election in the case of an elected commissioner, or for an electoral board appointment in the case of an appointed commissioner, to fill the vacancy as set forth in its constitution and bylaws unless the vacancy occurs after fall semester midterm grades are posted.

B. Judicial Hearing Board
1. Purposes and Duties
- To try all alleged violations of the Code of Student Rights and Responsibilities over which it has jurisdiction.
- To have the power to subpoena any member of the Wofford College community for the purpose of gaining information in the exercise of its duty.
- To have the power to hold any student in contempt who does not comply with a subpoena issued by the hearing board.
- Students so convicted of contempt by a hearing board will be liable to the sanctions as outlined in Article VI of the Code of Student Rights and Responsibilities. Any student convicted of perjury before the Judicial Hearing Board will be subject to the sanctions of Article VI of the code.
- To refer to the administration for further action any member of the faculty or staff who refuses to cooperate with the hearing board.
- To report all decisions to all members of the Judicial Commission, the college advocate, the student advocates and the dean of students unless covered by federal regulations.

2. Composition
- All members of the Judicial Commission.
- One administrator and an alternate appointed by the president of the college.
- Six faculty members elected by the faculty.
- Three voting commissioners, one faculty member, one administrator and the chair of the Judicial Commission shall be present to conduct a hearing.

3. Hearing Procedures
- Judicial Hearing Boards will follow Wofford College hearing board procedures.
- It is the responsibility of the accused student to contact any witnesses whom he/she desires to be at the hearing. The accused student has the right to petition the chair to subpoena any member of the Wofford community.
• All proceedings of the Judicial Hearing Board are audio taped.
• The chair presides and controls the hearing by making all rulings concerning practice and procedure during the hearing. The Judicial Hearing Board has the power to adopt certain rules for the hearings by majority. However, these rules may not be in conflict with the general rules of a hearing. The accused student must appear in person. He/she may either choose a student advocate or any full-time Wofford student to assist him/her. This individual will be able to assist the accused student in preparing for the hearing and understanding the judicial procedures. 
• During the hearing, a request for a recess may be made at any time by the accused student or any member of the hearing board. If the chair grants the request, no proceedings shall continue for more than one hour without a recess unless both the accused student and the members of the hearing board agree upon the absence of a recess. 
• The members of the hearing board will meet after the hearing is adjourned in closed session to determine whether the student is responsible and to determine sanctions (if appropriate). A majority is necessary for all rulings made by the hearing board. 
• The standard of proof will be the preponderance of the evidence.

C. Administrative Hearing Board

1. Purpose
   • To try all alleged violations of the Code of Student Rights and Responsibilities over which it has jurisdiction.
   • To serve as the hearing board of original jurisdiction for alleged violations of Wofford College’s Beverage Alcohol and Drug Abuse Policy.
   • To hear infractions of this code that occur during summer sessions, between terms or during the week of final exams when it is not feasible to wait for the convening of the normal hearing board.

2. Composition
   • Fifteen members of the Wofford College administrative staff will be appointed by the president of the college in October.
   • Members will serve a term of one year, with vacancies to be filled immediately by presidential appointment.
   • Administrative hearing boards will be conducted with either one of the 15 administrative members and two student commissioners or two administrative members and three of the student commissioners.

D. Appeals Hearing Board

1. Purposes and Duties
   • To serve as an Appeals Hearing Board for all non-academic violations.
   • To have the power to hold in contempt any student who does not comply with a subpoena issued by the Appeals Hearing Board. Students so convicted of contempt by the Appeals Hearing Board will be liable to the sanctions as outlined in Article VI of the code.
   • To have the power to subpoena any member of the Wofford College community for the purpose of gaining information in the exercise of its duty.
   • Any student convicted of perjury before the Appeals Hearing Board will be subject to the sanctions of Article VI of the code.
   • If any member of the faculty or staff refuses to cooperate with the Appeals Hearing Board, he/she will be referred to the administration for further action.
   • To report all decisions consistent with applicable laws and regulations to all members of the Judicial Commission and the dean of students.

2. Composition
   • The entire Judicial Commission.
   • One administrator and an alternate appointed by the president of the college.
   • Six faculty members elected by the faculty.
   • Three members of the Judicial Commission, two faculty members and the alternate administrator, and the chair of the Judicial Commission must be present to conduct a proceeding.

3. Appeal Process
   • Any person found responsible may appeal the verdict or sanction by submitting a statement of such intent to the chair of the Judicial Commission and the dean of students within 24 hours after he/she has been notified of the verdict or sanction.
   • Any member of the campus community has the right to appeal a sanction. Only the accused person has the right to appeal a finding of responsibility. The Judicial Commission must notify the student of its decision to accept or deny the request for an appeal hearing within 48 hours of the Judicial Commission’s meeting via email or
• A community member who wishes to make an appeal to the president of the college must submit a written request to the dean of students. The president will convene an administrative committee of the provost, the dean of students and the faculty chair of the Student Affairs Committee. This committee will make the final decision on the matter.

4. Grounds for an Appeal

• Procedural errors by the administration, which are very serious and prevented the student from receiving a fair hearing.
• Discrimination in the hearing on the basis of race, gender, age, religion, sexual orientation, handicap or national origin, which caused an unjust hearing.
• Lack of direct evidence to support the decision of a hearing board or the dean of students. In an academic dishonesty case, lack of evidence beyond a reasonable doubt must exist.
• New material evidence of which the student was not aware at the time of the hearing and which is essential to the case.
• Inappropriate sanction, including an excessively severe sanction. The statement of such intent must include stated grounds for making an appeal. If the commission (excluding those members who heard the original case) finds the grounds insufficient, it may refuse the appeal and must inform the appellant in writing.
• Due Process: Any student who has evidence that policies and procedures were not followed by a hearing board that is part of the judicial system may submit a written request to the Appeals Hearing Board to consider the verdict and/or the sanctions determined by that hearing board based on procedural safeguards in Article VII, Section B not being followed.

5. Hearing Procedures

• When the Judicial Commission grants an appeal, the chair sets the date, time and place of the hearing. He/she informs the appellant, the members of the Appeals Hearing Board and the dean of students. Notice to the appellant is sent via campus email and the date of the hearing is at least 72 hours from the date of the letter.
• It is the responsibility of the appellant to contact any witnesses whom he/she desires to be at the hearing.
• All proceedings in the appeals hearing are audio taped.
• When the appellant is present, the chair of the Judicial Commission presides and controls the hearing by making all rulings concerning practice and procedure during the hearing. The Appeals Hearing Board has the power to adopt certain rules for the hearings by majority. However, these rules may not be in conflict with the general rules of the hearing.

If the appellant appears in person at the hearing or is represented by a student advocate, the hearing will proceed as outlined:
1. The appellant presents his/her case, which includes direct examination of the witnesses, cross-examination of the witnesses and redirect examination of witnesses.
2. The respondent presents the case, which includes direct examination of witnesses, cross-examination of witnesses and redirect examination of witnesses.
3. The appellant presents his/her rebuttal argument.
4. The respondent presents his/her redirect argument.
5. Questions are taken from the members of the hearing board only to the appellant and respondent.
6. Adjournment of the hearing.
7. Deliberations of the hearing board.
8. The chair of the Appeals Hearing Board may notify the appellant orally at the conclusion of the hearing, or he/she may defer notice for two days. However, a written statement of responsibility and/or sanctions imposed must be given by college email to the appellant within three days.

When the appellant is not present, the chair of the Judicial Commission presides and controls the hearing by making all rulings concerning practice and procedure during the hearing. The Appeals Hearing Board has the power to adopt certain rules for the hearings by majority. However, these rules may not be in conflict with the general rules of the hearing. If the appellant is not present or not represented by a student advocate, it must be confirmed that the appellant was duly notified of the hearing. If it is decided that notice was given, the hearing follows this procedure:
1. The respondent (dean of students or college advocate) reads the statement of charges.
2. The respondent presents witnesses and evidence to support the claim.
3. The respondent makes a closing statement.
4. The hearing board is adjourned and the members of the Appeals Hearing Board determine whether there was a violation of the code by the appellant. If so, they determine the appropriate sanctions.
5. The chair of the Appeals Hearing Board may notify the appellant orally at the conclusion of the hearing, or he/she may defer notice for two days. However, a written statement of sanctions imposed must be given by college email to the appellant within three days.
During an Appeals Hearing Board, a request for a recess may be made at any time by the appellant, respondent, student advocate or any member of the Appeals Hearing Board. The chair grants the request for this break, and no proceedings shall continue for more than one hour without a recess unless both the appellant and respondent agree upon the absence of a recess.

The members of the Appeals Hearing Board will meet after the hearing is adjourned in closed session to determine the student’s responsibility and/or sanctions. For all rulings made in the appeals hearing, a majority is necessary.

E. First Instance Hearing Board
1. Purposes and Duties
   • Upon the request of any student accused of an infraction of the code, the dean of students, in consultation with the Judicial Commission, may accept jurisdiction in lieu of the Judicial Court, subject to appeal through the procedure outlined in Article VIII, Section D3.
   • In such cases the dean of students will report all sanctions to the Judicial Commission.

F. Courts for Greek Letter Organizations
1. The Greek Letter Organizations (GLO) Hearing Board exists for the purpose of trying violations of the Code of Student Rights and Responsibilities where one of their respective member organizations is being charged with such a violation that do not involve alcohol or other drugs.
2. The composition of the GLO Hearing Board shall be governed by the bylaws of these organizations.
3. The GLO Hearing Board shall have the power to subpoena members of the Wofford community when necessary to carry out their judicial processes.
4. Cases shall arise in the GLO Hearing Board with the consultation of the advisers to these Greek governing bodies as well as the assistant dean of students and/or the dean of students.
5. The rulings of the GLO Hearing Board shall be reported to the chair of the Judicial Commission within 48 hours of reaching a finding.
6. Appeals of cases arising under the original jurisdiction of the GLO Hearing Board also shall be governed by the bylaws of these organizations.
7. The GLO Hearing Board shall have the authority to recommend charges against individual members of the organizations to the Judicial Commission, to be brought before the appropriate hearing board, so as not to exclude individuals from charges for which an organization of which they are a member also is being charged in the same incident.
8. In all cases arising, the GLO Hearing Board’s original jurisdiction shall not be usurped by the other hearing boards within the Wofford College judicial system, so as not to either cause problems of jurisdiction or allow organizations to be held in double jeopardy.

G. The Office of the College Advocate and the Student Advocate
1. Selection
   The student advocate/college advocate shall be appointed by the Judicial Commission and shall be a full-time student at Wofford College. The Judicial Commission may appoint more than one student advocate/college advocate.

2. Purposes and Duties: Student Advocate/College Advocate
   • To notify students charged with violations of the Code of Student Rights and Responsibilities, acts of the assembly and other regulations of Wofford College as to the time of the hearing, the charges, the student’s procedural rights and the procedures by which the hearing will be conducted.
   • To attend to the procurement of the prosecution in the judicial proceedings of the Administrative Hearing Boards, the Judicial Hearing Boards and the Appeals Hearing Boards. In all cases of original jurisdiction, the college advocate normally shall be the prosecutor. If the college advocate cannot serve because of academic or personal commitments, the dean of students may serve in this capacity.
   • To serve in an advisory capacity when called by the Judicial Commission.
   • To present charges against students to the Judicial Commission for decision on original jurisdiction.
   • To assist students requesting representation in the judicial proceedings of an Administrative Hearing Board, the Judicial Hearing Board or the Appeals Hearing Board. If the student advocate cannot serve because of academic or personal commitments, the dean of students may serve in this capacity at the students’ request.
   • To protect the procedural rights of students charged with violations of the Code of Student Rights and Responsibilities.
• To serve as an adviser to the Judicial Commission when called.
• To attend meetings of the Judicial Commission when requested.
• To represent any students charged with violations at their request. Representation is not mandatory. Students reserve the right to request their own representative or to represent themselves.

1. The student advocates may not hold a position on the Honor Council or serve as a Judicial Commissioner.
2. The student advocates shall be trained in Judicial and Administrative Hearing Board procedures and must be familiar with the Code of Student Rights and Responsibilities.

H. Office of the Clerk of the Judicial Commission

1. Selection
The clerk of the Judicial Commission shall be an elected member of the Judicial Commission.

2. Purposes and Duties
• To keep records of sanctions imposed by all hearing boards of Wofford College.
• To ensure that sanctions levied by the Judicial Commission, Judicial Hearing Boards, Administrative Hearing Boards or Appeals Hearing Boards are completed in the specified amount of time.
• To report failures to complete sanctions levied against individuals to the chair of the Judicial Commission or the dean of students.
• To assist the Judicial Commission with the drafting and serving of hearing documentation.
• To record minutes at all meetings of the Judicial Commission and be responsible for the audio recording of Appeal Hearing Boards.

Administrative Authority
In any case of an extreme, disruptive emergency, the president of the college, or acting president, has full authority to preserve or restore order and protect Wofford College – even by expulsion when necessary. Such emergency actions may be appealed to the Appeals Hearing Board after order has been restored.

In situations covered by special policies of Wofford College, such as those exemplified by appended statements on alcohol and drugs, the president, deans or an administrative committee may assume jurisdiction, hear cases and impose sanctions according to procedures set forth in such policy statements.

Amending Procedure
The power to amend this code rests with the board of trustees of Wofford College. Any member of the Wofford College community may propose amendments. Before submission to the board of trustees, all proposed amendments must be considered by the assembly members and the administration. Any amendment concerning the judicial system must be brought to the attention of the Judicial Commission before any official proceedings are initiated.

College Policies

Statement on the Policies
Students are responsible for knowing and observing all regulations that may affect their status at Wofford College. For this reason, they are expected to acquaint themselves with the contents of this handbook, individual college bulletins and all official college memos and notices.

Because this handbook covers a range of topics and because it occasionally may be necessary to change the text, the statements contained herein are not meant to be and should not be considered contractual in nature.

Goals of the College

*Adopted by the faculty, 1995*
Wofford College seeks to be among the best undergraduate liberal arts colleges in the Southeast. Wofford College exists to serve society by providing a superior program of liberal arts education to prepare students for lives of fulfillment, effective citizenship and service to others.

To achieve this purpose, Wofford College seeks to be a community in which all employees work to support the development of students and in which faculty and students commit to teaching, to learning and to developing certain attitudes and motivations.

Because Wofford College seeks to develop the whole person, it seeks a range of outcomes for students and graduates. Wofford wants them to achieve many of the following:

**Skills, Abilities or Capabilities**
- To read effectively.
- To express themselves effectively orally and in writing.
- To work with numerical data.
- To use computers (for learning, organizing, investigating, problem solving and communicating).
- To think critically and creatively.
- To be independent and continuing learners.

**Knowledge**
- To be conversant with natural sciences, the humanities and the social sciences.
- To know of the history of the civilization of the United States.
- To have experience with other languages and cultures and to perceive other cultures as expressive ways of being human.
- To have a critical appreciation of the arts.
- To show competence in at least one field of study, either in the sciences, the humanities or the social sciences.

**Employment**
- To be prepared for employment and/or advanced study (to get jobs or gain admission and to perform well).

**Personal Characteristics**
- To have self-respect and confidence in themselves.
- To be socially responsible.
- To have concern for the well-being of others, of society and of the environment and how one’s actions affect them.
- To be ethical.
- To be compassionate and tolerant, to value and respect the human potential of others.
- To give time, energy and wealth for the benefit of others.
- To develop autonomy or independence (in learning, in thinking, in discipline, in making moral judgments).
- To be well – physically, mentally, emotionally and spiritually.
- To have broad interests and to engage in a variety of activities.
- To be leaders (to have willingness and ability to influence the activities of a group toward achieving a goal).

**Positive Relationship with the College**
- To have high levels of satisfaction with their experience at Wofford and to be supportive of the college.
- The personal growth sought at Wofford depends upon the existence of a community of character where:
  - Participants give of themselves for each other.
  - Individuals are valued and treated fairly.
  - Academic freedom is practiced and protected, and civility is affirmed.
  - Communications are open and honest.
  - A high ethic of personal honor is practiced and defended.
  - Participants have the resources necessary for work of high quality.

**Statement of Wofford College Values**
Wofford College strives to be a premier, innovative and distinctive national liberal arts college defined by excellence, engagement and transformation in its commitment to prepare superior students for meaningful lives as citizens, leaders and scholars. As such the college creates an environment in which every part of college life – academics, athletics, residence life
and co-curricular programming – blends into a dynamic culture of learning and respect. We value global, experiential and community-based learning and are committed to academic rigor, diversity and inclusion, sustainability in all its forms and the development of mentoring relationships. We prize imagination and creativity in every discipline and are focused on student success, from first-year through fourth. Extraordinary citizens and lifelong learners emerge organically from the conditions and opportunities provided at Wofford College.

Selected Policies
Policies listed in this section are selected Wofford College policies. Other academic policies and regulations appear in the College Catalog. Members of the faculty and administration are eager to hear student responses to policies and programs. They are available to discuss these with students.

2019-2020 Wofford College Policy Statement on Beverage Alcohol and Drug Abuse

In keeping with the federal Drug-Free Schools and Communities Act Amendments of 1989, which require that all College students receive annual notice of the laws regarding alcohol and other drug use, the following information is offered:

The Wofford College (hereafter referred to as “Wofford”) community is one in which students, faculty and staff are devoted to learning and to the development of the whole person. Part of being a responsible and caring member of the college community is to recognize that we are situated in a state and a community that has specific laws and ordinances prohibiting the sale, possession, and consumption of alcohol and controlled substances. The college upholds these laws and assists local and state law enforcement agencies. These laws are in place because they serve an important role in protecting individuals and our community from the unwanted effects of the misuse of alcohol and other drugs which can lead to serious health risks and behavioral problems such as violence, sexual assault, accidents, vandalism and other dangerous acts. Our community does not condone members who make irresponsible choices, including violating the laws of the State of South Carolina, ordinances of the city of Spartanburg, or policies of Wofford. The purpose of the following policies is to aide in the development of a safe and healthy educational environment for all members of our college community.

Definitions
1. Alcoholic beverages: any spirituous malt, vinous, fermented, brewed (whether lager or rice beer) or other liquors or any compound or mixture thereof, by whatever name called or known, that contains alcohol and is used as a beverage.
2. Common container: any container (e.g., kegs, pony kegs, trash cans, punch bowls, etc.) in which a quantity of alcohol can be stored or mixed in order to be distributed to or consumed by more than one person, as well as alcohol delivery devices (e.g., funnels, gelatin shots or ice luge) used for the rapid administration of alcohol in unknown quantities.
3. Event: party, concert or other social gathering attended by undergraduate students.
4. Public areas/places: All locations other than a student’s private room or apartment or Greek Village houses including, but not limited to, common rooms, hallways, restrooms, balconies, courtyards, the areas between the houses in the Greek Village, benches, classrooms, athletic facilities, campus grounds and sidewalks. The definition includes, but is not limited to, any public access outdoor areas, the Richardson Pavilion, the Pavilion by Wightman Hall, the dining hall, hallways, lobbies, stairwells, bathrooms, lounges, the lawns at the Greek Village, study areas, classrooms and the Glendale campus.
5. Sale of alcohol: any transfer, trade, exchange or barter in any manner by any means for consideration of alcohol (e.g., cover charges, mug/T-shirt sales, etc.)
6. Use of alcoholic beverages: includes possession, consumption, distribution, purchase, sale or transfer of alcoholic beverages.
7. Hall party: See residence hall policy.
8. Possession is defined to include but not limited to:
   a. Individual possession: any alcohol, drugs or drug paraphernalia within immediate proximity of an individual person or that is being transported by or carried on an individual person.
   b. Residential possession: storage of any quantity of alcohol, drugs or drug paraphernalia not deemed
individual possession will be attributed to the assigned residents of the residence hall room or vehicle. In the event that no individual resident claims the alcohol, drugs or drug paraphernalia, the possession will be assigned to all residents assigned to the residence hall room or the processor of the vehicle.

9. Drinking contests: Activities in which students consume alcoholic beverages in a risky manner, such as beer pong, shot parties, pre-gaming.

10. Student’s record: A record of code of conduct violations for each Wofford student is maintained by the Division of Campus Life and Student Development. This record is kept on file for seven years after termination of a student’s enrollment or as required by law.

GENERAL PROVISIONS REGARDING THE CONSUMPTION AND POSSESSION OF ALCOHOL

1. Alcoholic Beverages are prohibited in: Marsh, Greene and Carlisle Halls (regardless of age); residence hall rooms in which both residents are under the age of 21; other residence areas designated by the Division of Campus Life and Student Development as dry (regardless of age), including but not limited to bathrooms, hallways and lounges; and public areas of Wofford (unless officially designated by Wofford for special events).

2. Alcohol is allowed to be consumed by students 21 years of age and older at: patios and the inside of houses in the Greek Village; and individual residence hall rooms where both residents are 21 years or older and the porches in the Village apartment houses.

3. For information on residence hall rooms shared by a student who is at least 21 years of age and a student who is under the age of 21, read the Residence Life Policy in the Student Handbook online.

4. The use of alcoholic beverages on campus or at college-sponsored functions (on or off campus) is permitted only by those of legal age as specified in accordance with South Carolina law or the state law of the state/nation in which the event is located. A list of applicable local, state and federal laws may be viewed in the Student Handbook online.

5. Aiding and abetting in the sale or transfer and the actual sale and transfer of alcoholic beverages to any person under 21 years of age of age is prohibited.

6. Any individual consuming or possessing alcohol must have a valid picture identification card on his or her person proving that he or she is 21 years of age or older. Use of another individual’s identification or the possession of false identification is prohibited.

7. Under no circumstances will college-appropriated funds be used by individual students, student groups or student organizations for the purchase of alcoholic beverages for student events.

8. Drinking contests or alcoholic delivery devices resulting in rapid consumption of alcohol are prohibited. No prizes or incentives may be awarded for consuming alcoholic beverages, nor may alcoholic beverages be awarded as prizes or incentives.

Violations by individuals of this policy will be assigned to one of three categories as defined below. Students who fail to complete assigned sanctions will have a judicial hold placed on their accounts that may affect the ability to view grades, make changes in the academic schedule, participate in registration, participate in the housing lottery, and maintain financial aid. For all violations of the alcohol policy, (1) Wofford will notify the student’s parent(s) or guardian(s) by letter, email, or telephone call of a finding of “responsible” (or, in the case of the Alcohol Education Option, they will be notified of student’s election to complete the Alcohol Education Option), and (2) the violation will be noted in the student’s record maintained in the Office of Student Affairs.

CATEGORY A VIOLATIONS
1. Underage possession, consumption or use of alcoholic beverages
2. Aiding and abetting the underage possession, consumption and or use of alcoholic beverages
3. Possession and or consumption of alcoholic beverages or possession of an open container in areas where alcoholic beverages are prohibited

Alcohol Education Option: Formal Written Warning
The Alcohol Education Option is available to a student with no prior alcohol or drug violations. The student must complete the following within 30 days of selecting this option:
1. An educational workshop led by a staff in the Wellness Center addressing the issue of alcohol use and abuse must be completed.
2. A $50 fine must be paid to Wofford.
Note: Completion of the Alcohol Education Option will be noted in the student’s record maintained within the Student Affairs office and the charge against the student will be rescinded.

First Offense: Students must meet with a member of the S Division of Campus Life and Student Development staff. Students may accept responsibility and agree to complete the sanctions below within 30 days or request an administrative hearing to determine a resolution.
1. An individual assessment by the director of the Wofford Wellness Center who may require an assessment at the Forrester Center for Behavioral Health for further assessment and treatment, if indicated, with any associated costs or fees incurred by the students.
2. A $100 fine must be paid to Wofford.
3. Completion of up to 10 hours of community restitution on campus. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.
**Second Offense**: Students will appear at an administrative hearing. Students who accept responsibility or who are found responsible must complete the following sanctions as well as any others deemed appropriate within 30 days.

1. Completion of an individual assessment and treatment (if indicated) at the Forrester Center for Behavior Health with all associated costs or fees incurred by the student.
2. Notification (oral, written or electronic) that the student will be suspended or expelled if found guilty of a third violation of this policy.
3. A $200 fine must be paid to Wofford.
4. Completion of up to 20 hours of community restitution on campus. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.

**Third Offense**: Students will appear in an administrative hearing. If the student accepts responsibility or is found responsible, the student will be suspended or expelled from Wofford. The dean of students, the registrar, the director of financial aid and the director of residence life at Wofford will be notified that the student has been suspended or expelled. In the event of suspension, the report from the administrative hearing will confirm the length of the suspension and the dean of students will confirm any terms or conditions for readmission to Wofford. However, if members of the administrative hearing determine there are extenuating circumstances and the student should be allowed to remain enrolled, the following sanctions will be imposed as well as others deemed appropriate:

1. Completion of an individual assessment at the Forrester Center for Behavioral Health with all associated costs or fees incurred by the student.
2. The student will be notified in writing that he/she may be suspended or expelled if found responsible of another violation of this policy.
3. A $300 fine must be paid to Wofford within 30 days of the date of the sanction.
4. Completion of up to 50 hours of community restitution on campus within 30 days of the date of the sanction. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.

**CATEGORY B VIOLATIONS**
(count as two (2) violations of this policy)
Students committing the following actions while under the influence of alcohol:

1. Causing harm to oneself, others or college property.
2. Engaging in physical violence or vandalism.
3. Showing disrespect to an employee of Wofford.
4. Possessing a keg or common container except for nonstudent events approved by the Wofford administration.
5. Operating a motor vehicle under the influence of alcoholic beverages and or other drugs.
**First Offense**: Students may accept responsibility or request an administrative hearing for a resolution. If the students accept responsibility or are found responsible, the following sanctions will be imposed as well as others deemed appropriate.

1. Completion of an individual assessment and treatment (if indicated) at the Forrester Center for Behavior Health with all associated costs or fees incurred by the student
2. A $300 fine must be paid to Wofford
3. The student shall be notified in writing that he/she may be suspended or expelled if found responsible of a second offense Category B violation

**Second Offense**: Students will appear in an administrative hearing. If the student accepts responsibility or is found responsible, the student will be suspended from the college for a minimum of one semester, and other sanctions may be imposed if deemed appropriate. In the event of suspension, the dean of students, registrar, director of financial aid and director of residence life at Wofford will be notified, the administrative hearing will confirm the length of the suspension, and the dean of students will confirm any term or conditions for readmission to Wofford.

**CATEGORY C VIOLATIONS**
(count as one violation of this policy)
Students found producing, possessing and/or using a false identification.

**First Offense**: Students must meet with a member of the Division of Campus Life and Student Development staff. The students may accept responsibility and agree to complete the sanctions listed below or request an administrative hearing for a resolution. If found responsible at an administrative hearing, the following sanctions will be imposed:

1. Referral to director of the Wofford Wellness Center or outside agency for the purposes of an individual assessment and treatment, if indicated, with any associated costs or fees incurred by the student.
2. A $200 fine must be paid to Wofford within 30 days of the date of the sanction.
3. Completion of up to 15 hours of community restitution on campus within 30 days of the date of the sanction. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.

**Second Offense**: Students will appear in an administrative hearing. If the student accepts responsibility or is found responsible, the hearing will impose some or all of the following sanctions as appropriate.

1. If the administrative hearing board determines that further education is necessary, the student will be referred to the Director of the Wofford Wellness Center or outside agency for the purposes of an individual assessment and treatment, if indicated, with any associated costs or fees incurred by the student.
2. The student will be notified in writing that he/she may be suspended or expelled if found responsible of another violation of this policy.
3. A $300 fine must be paid to Wofford within 30 days of the date of the sanction.
4. Completion of up to 25 hours of community restitution on campus within 30 days of the date of the sanction. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.

**Part B: Provisions for the Possession and Consumption of Alcohol at Student Organizational and Community Events and Associated Sanctions**

Wofford College encourages social activities for students and social gatherings on or off campus. Organizations and individuals given permission to host an event on or off campus at which alcoholic beverages will be present may be held responsible for the actions and well-being of their guests. All social events, on or off campus, must be registered in the Division of Campus Life and Student Development. Registration forms are available in the Division of Campus Life and Student Development. These forms must be completed and returned to the assistant dean of students or his designee four days prior to the event.

The definitions and requirements stated below are the minimum standard to be followed. Organizations and individuals governed by regulations from bodies, including but not limited to the NCAA, national fraternities, national sororities and others may have additional regulations that must be met.

**Definitions**

1. **Social events** include, but are not limited to, band parties, hall parties, mixers, formals, theme parties or other activities, including fundraisers featuring musical entertainment (e.g., step performances, disc jockeys).
2. **Organizational/individual sponsorship** is defined as an event to which: the organization or individual has invited students to attend by either verbal, written or electronic invitations; or the organization or individual is associated with, has leased or owns the place where the event is being held.

**Requirements**

Wofford College faculty, staff, students and organizations are expected to know the Wofford Policy on Beverage Alcohol and Drug Abuse. To promote personal responsibility and self-governance, organizations and individuals that sponsor social events shall assume the responsibility of enforcing the following guidelines, unless exceptions are approved by the Wofford administration for nonstudent events:

1. Wofford expects any group of students formally or informally organized to act responsibly and to obey Wofford policies, and to follow all applicable local, state and federal laws.
2. Before hosting an event, officers and social chairs of the organizations or sponsoring individuals must participate in a risk management program conducted by a member of the Division of Campus Life and Student Development, Department of Campus Safety and or the Wellness Center staff. Risk management training must be renewed each semester for social organizations.
3. Organizational officers or individuals sponsoring the event are encouraged to assist in making arrangements for the safety of those who appear to be impaired.
4. The sponsoring organization or individuals shall designate at least two students to serve as monitors (referred to as “sober party monitors” or “SPMs”) for the event. The monitors must not consume alcoholic beverages before or during the event. The monitors are to ensure that the age of each attendee is checked and some type of identification, such as wristbands, indicates individuals who are of legal age to possess and consume alcohol.

5. If alcoholic beverages are being consumed at an event that is individually sponsored or under the aegis of a student organization, whether the event is held on or off campus, the members of the group and guests (who are at least 21 years old) must bring their own alcoholic beverages to the event (BYOB/BYOL) or the alcohol must be provided by a third-party vendor.

6. If a social event is to be held off campus, if it will be a BYOB or if it will be a third-party vendor event, the sponsoring organization or individuals must provide transportation for all students and guests.

7. At every social event where alcohol is to be served, all attendees shall be required to have a valid picture identification card with birth date listed. Wofford students are additionally required to have their Wofford student identification card.

8. Events sponsored by organizations or individuals are closed to all but members and their invited guests.

9. Social events may not include any form of drinking contests in their activities or promotions. No alcoholic beverages may be awarded as prizes or incentives.

10. Organizations or individuals sponsoring an event may not distribute alcoholic beverages to attendees, including free alcoholic beverages. They may not use common containers or distribute alcoholic beverages that were brought to the event by a host, a member or a guest.

11. Organizations or sponsoring individuals are to provide non-salty food items and non-alcoholic beverages.

12. Organizations or sponsoring individuals shall hire security personnel to maintain order and to enforce all applicable laws and policies.

13. Advertisements, posters or invitations that are intended for public viewing may not mention or depict alcohol or use terms referring to alcohol, such as “beer” or “happy hour.”

14. SPMs should supervise the amount of alcohol consumed by individual attendees of the social event.

15. Campus safety officers and staff members may visit social events periodically to check with the persons responsible for the event, primarily to offer assistance. If a violation of the law or college policy is observed, the officer will issue a violation and report the incident to the appropriate college official.

Sanctions
If an organization, an individual or a group of individuals host an event at which alcoholic beverages are present and one or more of the 15 requirements listed above are not adhered to, the individual(s) or organizational leaders may be charged with an organizational violation of the alcohol policy. Depending upon the severity of the situation, the dean of students or his/her designee may propose one or more of the following sanctions for the violation(s):

- Formal written warning.
- Monetary fine.
• Educational seminar.
• Community restitution on campus.
• Creating and hosting dry events.
• Loss of use of Wofford facilities.
• Suspension of college charter.

The individual(s) or organizational leaders may sign and accept the sanctions and the deadline for completing them or they may request an administrative hearing. If the organization or sponsoring individual is found in violation of the provisions of this policy, the administrative hearing can impose the same (including but not limited to) sanctions listed above. Wofford reserves the right to suspend the activities of an organization or deny the ability of individuals to sponsor social events when said organization or sponsoring individual has been charged with a violation, pending the findings and resolution of the administrative hearing.

GENERAL PROVISIONS REGARDING DRUGS

Definitions
1. Drugs are defined as any controlled substance or illegal drug to include but not limited to marijuana, hashish, amphetamines, LSD compounds, mescaline, psilocybin, DMT, narcotics, opiates, other hallucinogens including Spice, K2, and synthetic cannabinoids, salvia and pyrovalerone derivatives (found in substance marketed as “bath salts”).
2. Manufacture, sale and/or distribution of any illegal drug or controlled substances (consistent with federal, state or local laws) is strictly prohibited.
3. The possession, distribution, sale or use of prescription drugs without a legally valid medical prescription is prohibited.
4. The use of prescribed medication and substances not as directed (over-use, huffing, snorting, smoking or otherwise possessing or using legal substances) is prohibited.
5. Possession, consumption, sale and and/or distribution of synthetic stimulants, such as “bath salts” (also known as Cloud 9, White Dove, Hurricane Charlie, White Lightning) is prohibited. Normal bathing salts are permitted.
6. The use or possession of drug paraphernalia, including but not limited to weights, scales, rolling papers, e-cigs, blunts, vapes, hookahs and other smoking devices used to consume illegal substances is prohibited.
7. Students may not be in the presence of the possession, sale or use of prohibited, controlled or illegal substances, to include prescription medications.
8. Students may not manufacture or share prohibited, controlled or illegal substances, to include prescription medications.
9. Misbehaving or causing disruption as a result of drug use on or in college property, or at Events sponsored by the college or by a chartered organization is prohibited.
10. Students who are members of NCAA sanctioned teams may be drug tested. The names of students with positive results of illegal drug testing conducted by Wofford or the NCAA will be considered to have consumed drugs. They will be referred to the judicial system for violating this policy.
11. Students convicted of any offense involving the possession or sale of a controlled substance may be deemed ineligible to receive financial aid.

Sanctions
Wofford College will cooperate with all law enforcement agencies in the enforcement of such laws both on and off campus. Anyone who violates the drug policy is subject to Wofford’s sanctions in addition to criminal sanctions. At the same time, Wofford will assist students according to the Medical Amnesty/Assistance Policy who voluntarily submit themselves to college officials for counseling and help with the misuse of alcohol or drugs, as long as the students are not involved in the sale or distribution of drugs to others.

Persons convicted of drug possession under state or federal law may be ineligible for federal student grants and loans for up to one year after the first conviction and five years after the second. The penalty for distributing drugs is loss of benefits for five years after the first, 10 years after the second and permanently after the third conviction. Wofford will impose sanctions on students who violate the drug policy. The following minimum sanctions will apply for violations. Repeated violations of the drug policy may result in suspension or expulsion. It should be noted that drug violations which are also in conjunction with other student conduct code violations may result in additional sanctions.

For all offenses listed below, (1) Wofford will notify the student’s parent(s) or guardian(s) of the pending charge, the hearing date, and the findings of the hearing by letter, email, fax or telephone call, (2) the violation will be noted in the student’s record maintained in the Division of Campus Life and Student Development, and (3) students failing to complete sanctions will have a judicial hold placed on their account.

Category 1: Simple possession and/or use of a controlled substance or illegal drug
Examples include but are not limited to marijuana, synthetic marijuana (K2 and “Spice”), salvia and pyrovalerone derivatives (found in substance marketed as “bath salts”); prescription drugs without a valid/current medical prescription; use of prescribed medication not as directed (over-use, snorting prescribed medication, etc.); huffing, snorting, smoking or otherwise possessing or using legal substances not as intended.

First Offense: Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.
1. The student will meet with the director of the Wellness Center (or designee) to be referred to the Forrester Center or a certified addition specialist for an individual assessment and treatment if indicated, with any associated costs or fees incurred by the student. The student will agree to have a report from the external agency communicated to the director of the Wellness Center.
2. A $200 fine must be paid to Wofford within 30 days of the date of the sanction.
3. Completion of up to 25 hours of community restitution on campus within 30 days of the date of the sanction. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.

Second Offense: Students may accept responsibility for the violation and the sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible, the following sanctions will be imposed as well as others deemed appropriate.

1. Suspension for a minimum of one academic semester.
2. A $300 fine must be paid to Wofford within 30 days of the date of the sanction.
3. Verification of substance abuse assessment and completion of all recommended treatment at student’s expense prior to application for re-enrollment.
4. Possible loss of college housing privileges upon re-enrollment.

Category 2: Possession and/or use of other drugs including but not limited to cocaine, heroin, LSD, and PCP.

First Offense: Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. Suspension for a minimum of two academic semesters.
2. Verification of substance abuse assessment and completion of all recommended treatment at student’s expense prior to application for re-enrollment.
3. A $300 fine must be paid to Wofford within 30 days of the date of the sanction.

Second Offense: If the student accepts responsibility or is found to be responsible for a violation, the sanction of expulsion will be imposed as well as others deemed appropriate. Students may sign and accept this sanction or request an administrative hearing for resolution.

Category 3: Possession of drug paraphernalia including but not limited to pipes, roach clips, bongs, e-cigs, blunts, vapes, hookahs, blow tubes, papers, scales or any material or apparatus containing drug residue.

First Offense: Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. The student will meet with the director of the Wellness Center (or designee) to be referred to the appropriate assessment and treatment program with all costs incurred by the student.
2. A $150 fine must be paid to Wofford within 30 days of the date of the sanction.

Second Offense: Students may sign and accept the following sanctions or request an administrative hearing for resolution. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.
1. The student will meet with the director of the Wellness Center (or designee) to be referred to the Forrester Center or a certified addition specialist for an individual assessment and treatment if indicated, with any associated costs or fees incurred by the student. The student will agree to have a report from the external agency communicated to the director of the Wellness Center.

2. A $250 fine must be paid to Wofford within 30 days of the date of the sanction.

**Category 4: Present during the possession, use or sale of drugs: being in the presence of the possession, sale or use of prohibited, controlled or illegal substances, to include prescription medications.**

*First Offense:* Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. The student will meet with the director of the Wellness Center (or designee) and complete AlcoholEdu for sanctions.

2. A $100 fine must be paid to Wofford within 30 days of the date of the sanction.

*Second Offense:* Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. The student will meet with the director of the Wellness Center (or designee) and complete an appropriate assessment and treatment program with all costs incurred by the students.

2. A $200 fine must be paid to Wofford within 30 days of the date of the sanction.

**Category 5: Accessory to drug use or possession: sharing prohibited, controlled or illegal substances, to include prescription medications.**

*First Offense:* Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. The student will meet with the director of the Wellness Center (or designee) to be referred to the Forrester Center for Behavioral Health or a certified addition specialist for an individual assessment and treatment if indicated, with any associated costs or fees incurred by the student. The student will agree to have a report from the external agency communicated to the director of the Wellness Center.

2. A $200 fine must be paid to Wofford within 30 days of the date of the sanction.

3. Completion of up to 15 hours of community restitution on campus within 30 days of the date of the sanction. These hours will be completed under the direction of the Judicial Commission’s clerk of court or a designee of the dean of students.
**Second Offense**: Students may sign and accept the following sanctions or request an administrative hearing. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. Suspension for a minimum of one academic semester.
2. Verification to the director of the Wellness Center (or designee) that the student completed any and all recommended treatment at student’s expense prior to application for re-enrollment.
3. A $300 fine must be paid to Wofford within 30 days of the date of the sanction.

**Category 6: Distribution, sale or exchange (including without financial gain) of controlled, illegal or prohibited substances, to include prescription medications.**

**First Offense**: Students may sign and accept the following sanctions or request an administrative hearing for resolution. If the student accepts responsibility or is found to be responsible for a violation, the following sanctions will be imposed as well as others deemed appropriate.

1. Possible expulsion (depending on type/amount of prohibited substance); if not expulsion, suspension for a minimum of two academic semesters.
2. Verification to the director of the Wellness Center (or designee) that the student completed a substance abuse program and completion of all recommended treatment at student’s expense prior to application for re-enrollment.
3. Possible loss of college housing upon re-enrollment.
4. A $500 fine must be paid to Wofford within 30 days of the date of the sanction.

**Second Offense**: If the student accepts responsibility or is found to be responsible for a violation, the sanction of expulsion will be imposed as well as others deemed appropriate. Students may sign and accept this sanction or request an administrative hearing for resolution.

**MEDICAL AMNESTY/ASSISTANCE POLICY**

Wofford College supports a safe and inclusive campus environment which promotes the development of the whole student and student success. Students are encouraged to safeguard the health and safety of themselves and their peers.

This Medical Amnesty/Assistance Policy benefits our college community by encouraging students to make responsible decisions in seeking medical attention in serious or life-threatening situations that result from alcohol and/or other drug use or abuse and in any situation where medical treatment is reasonably believed to be appropriate. This policy seeks to diminish fear of disciplinary and conduct sanctions in such situations and to encourage individuals and organizations to seek needed medical attention for individuals in distress from alcohol and drug use. Alcohol or other drug consumption (including but not limited to: excessive consumption; consumption of a dangerous or illegal substance; or consumption by someone with sensitivity) can cause serious harm or pose a threat to life. Given these risks, students are encouraged to make responsible decisions and to seek medical attention in serious or life-threatening situations.
that result from alcohol and/or other drug consumption and to call campus safety at (864) 597-4911 or call 911 for medical attention.

Students are also encouraged to seek help for any situation where medical treatment is reasonably believed to be appropriate or when problematic use and/or abuse is an issue. If a student is incapacitated, letting that person "sleep it off" or having a friend "look after" that person are not reasonable alternatives to getting him/her the necessary medical help. Under this policy, a student who seeks emergency assistance on behalf of him- or herself, another student, or a friend experiencing an alcohol and/or other drug related emergency will not be subject to disciplinary action under the Code of Student Rights and Responsibilities. Although students who qualify for Medical Amnesty are exempt from the student judicial process, they are required to meet with a staff member, complete educational measures and pay for any incurring costs.

In addition, if a registered student is transported to an emergency medical treatment center for intoxication or drug use, the student's parent(s) or guardian(s) will typically be notified by a representative from the Student Affairs Office if it is determined to be necessary to protect the health or safety of the student or other individuals. It is the expectation of the Division of Campus Life and Student Development staff that a student use Medical Amnesty once. If the student is involved in any subsequent (i.e., repeat) alcohol and/or drug abuse incidents, the situation will be evaluated by the dean of students and the director of the Wellness Center to determine if the student qualifies for a medical amnesty exemption. The availability of medical amnesty exemptions for students with repetitive violations will be determined on a case-by-case basis. This subsection applies only to students receiving medical attention; students who help others seek medical assistance are not limited to one medical amnesty exemption.

This policy does not grant “full immunity” to a student or an organization who acts under this policy (i.e., seeks emergency assistance on behalf of him- or herself, another student, or a friend experiencing an alcohol and/or drug related emergency) if a determination is made, independent of any information gained as a result of the call for medical attention, that charges are appropriate for other violations of the Code or any other (non-alcohol) college policy (such as hazing, injury to persons and vandalism).

**HEALTH RISKS OF ALCOHOL AND DRUG USE AND ABUSE & SUPPORT**

Alcoholic beverages, in the form of beer, wine, wine coolers or distilled spirits, require no digestion. They are absorbed directly into the bloodstream from the digestive tract. Within approximately three minutes after drinking, alcohol may be found in the brain and all other tissues, organs and body fluids.

Even low dosages of alcohol can significantly impair the judgment and coordination required to drive a car safely or perform other tasks in a safe manner. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses of alcohol may cause respiratory depression and death. If combined with other central nervous system depressants, such as some seizure medications, antihistamines and sleeping pills, lower doses of alcohol will produce the effects just described. Long-term drinking of moderate to large quantities of alcohol can have
significant effects on the body. The following are some of the serious physical consequences: heart disease and failure; liver disease, including hepatitis and cirrhosis; gastrointestinal disorders; cancer of the lungs, pancreas, esophagus, stomach and mouth; high blood pressure; and malnutrition. Heavier users may also experience periods of amnesia, called blackouts.

During these periods, the person functions, but later cannot remember what he or she has done during this time.

Repeated use of alcohol and other drugs can lead to chemical dependency. When dependency has occurred, sudden withdrawal is likely to produce a variety of symptoms, including irritability, anxiety, insomnia, tremors, hallucinations, convulsions, etc. Severe alcohol withdrawal can be fatal.

<table>
<thead>
<tr>
<th>Drug</th>
<th>Short Term Effects</th>
<th>Long Term Effects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amphetamines: speed, meth, ice, dex, Ritalin, uppers:</td>
<td>increased breathing and heart rate, high blood pressure, increased alertness and energy, impaired judgment, impulsiveness, death</td>
<td>severe anxiety, chronic sleeplessness, malnutrition, heart problems, agitation</td>
</tr>
<tr>
<td>Cocaine: coke, nose, rock, blow, crack</td>
<td>anxiety, delusions, headache, nausea, impaired judgment, death</td>
<td>loss of appetite, dehydration, constipation, impotence, nose and nostril damage, heart problems, psychosis</td>
</tr>
<tr>
<td>Designer Drugs: MDMA, X, ecstasy, cat, AMF, TMF, MPPP</td>
<td>euphoria, dizziness, nausea, sweating, increased blood pressure, extreme wakefulness, hyperactivity, loss of appetite, death</td>
<td>aggression, depression, mood and sleep changes</td>
</tr>
<tr>
<td>Hallucinogens: LSD, acid, shrooms, special K:</td>
<td>impaired coordination, increased heart rate and temperature, nausea, detachment, fatigue, hallucinations, paranoia, mental confusion</td>
<td>generally unknown, flashbacks, depression</td>
</tr>
<tr>
<td>Inhalants: nitrous oxide, whippets, paint, glue</td>
<td>irregular heart rate, depressed respiratory rate, nose and eye irritation, nausea, vomiting, spasms, headache, suffocations, death</td>
<td>brain damage, tremors, poor coordination, speech problems, lung, liver and kidney damage, chromosomal abnormalities</td>
</tr>
<tr>
<td>Marijuana: pot, weed, dope, ganja, chronic, purp, grapes, kush, ents</td>
<td>reddening of eyes, dry mouth, increased heart rate and body temperature, hunger, dizziness, drowsiness</td>
<td>upper respiratory problems, lung damage, lower immune system responses, memory loss, concentration impairment</td>
</tr>
<tr>
<td>Opiates: Heroin, smack, morphine, black tar</td>
<td>pain relief, mental confusion, drowsiness, nausea, constipation, muscle constrictions, low blood pressure and heart rate, respiratory arrest, death</td>
<td>chronic constipation, vision impairments, hallucinations</td>
</tr>
</tbody>
</table>
### Sedatives: Blues, roofies, GHB, seconal, reds, barbs
- Dizziness, lethargy, drowsiness, lack of coordination, nausea, death
- Chronic fatigue, vertigo, reduced sex drive, visual disturbances

### Tobacco
- Increased heart rate & blood pressure, adrenaline production, muscle relaxation, relief of tobacco withdrawal
- Lung problems, chronic cough, blockage of blood vessels, chronic respiratory infections and problems, reduced fertility, death

---

**Community Helplines and Support Groups**

<table>
<thead>
<tr>
<th>Service</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcoholics Anonymous</td>
<td>864/585-1930</td>
</tr>
<tr>
<td>Spartanburg Alcohol and Drug Abuse Commission</td>
<td>864/582-7588</td>
</tr>
<tr>
<td>Carolina Center for Behavioral Health</td>
<td>1-800-866-HOPE</td>
</tr>
<tr>
<td>Crisis (Mental Health Association)</td>
<td>864/583-5802</td>
</tr>
<tr>
<td>Lawyer Referral Service</td>
<td>1-800-868-2284</td>
</tr>
<tr>
<td>Mental Health Center</td>
<td>864/585-0366</td>
</tr>
<tr>
<td>Spartanburg Health Department</td>
<td>864/596-2227</td>
</tr>
<tr>
<td>Substance Abuse Information</td>
<td>1-800-662-HELP</td>
</tr>
</tbody>
</table>

**Local Hospitals and Emergency Care**

<table>
<thead>
<tr>
<th>Hospital</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency</td>
<td>911</td>
</tr>
<tr>
<td>Mary Black Memorial Hospital</td>
<td>864/573-3000</td>
</tr>
<tr>
<td>Spartanburg Regional Medical Center</td>
<td>864/560-6000</td>
</tr>
<tr>
<td>Regional Nurse on Call</td>
<td>864/591-7999</td>
</tr>
</tbody>
</table>

For additional information, contact the Wellness Center (864-597-4370) and the South Carolina Commission on Alcohol and Drug Abuse Drug Information Access Line (1-800-942-DIAL).

**Education**

Wofford is committed to education and the sound development of mind, body and spirit. Therefore, a commitment to alcohol and drug education is a continuing priority. Educational programs are organized and conducted throughout the year to promote continued awareness and to encourage an attitude of concern and caring for others. All money collected from sanctioned fines for alcohol and drug violations will be applied toward educational programming.

Information on responsible use, effective party planning, indications of abuse or addiction, and resources for assistance are available through Wofford’s Wellness Center. Examples of these programs include, but are not limited to: Campus programming facilitated by members of the residence life staff; FYI Class; alcohol awareness programming as part of focus weeks; communitywide educational programs; training opportunities and workshops for officers and members of Greek letter organizations and other chartered organizations; and substance-free social events in collaboration with the director of student activities and individual organizations.
Counseling
Wofford is committed to providing students with confidential referrals for professional assistance if they are needed. An awareness of the negative effects of alcohol consumption or drug use may assist students in making safe and responsible choices. Students may make an appointment for an assessment and/or counseling by contacting the Wellness Center. Counseling services are available to students as part of the comprehensive fee on a time-limited basis. Long-term counseling, specialized services or outpatient/inpatient therapy are not covered by the comprehensive fees.

BIENNIAL REVIEW OF POLICY STATEMENT ON BEVERAGE ALCOHOL AND DRUG ABUSE

A biennial review will be conducted by Wofford to determine the policy’s effectiveness and implement changes if needed, and to ensure that the sanctions outlined are consistently applied. Reviews conducted: 2003, 2005, 2007, 2009, 2011, 2013, 2015, 2016, 2017, 2019

Business Policies
Financial Obligations to the College
Comprehensive fees (tuition, fees, and room and board), traffic and other fines, returned checks and any other financial obligations to Wofford College are charged to the student’s account receivable in the Business Office. All such amounts must be paid in a timely manner.

Acceptance and Cashing of Checks
Wofford College will accept personal checks of students (and their parents or other party having financial responsibility for a student) in payment of college expenses, college store purchases, etc. Such checks should be for the balance of fees due or for the specific purchase.

Wofford College strongly recommends that students establish bank accounts in Spartanburg. There are numerous banks within walking distance of the campus. BB&T has placed an automatic teller machine in the lower level of the Burwell Building.

For the convenience of resident students, the Business Office will cash personal checks for students up to $25. Second-party checks (personal checks of one person that are to be endorsed and cashed by a second person) will not be cashed. In order to cash a check, the check must be drawn payable to cash and then must be signed in the presence of the employee handling the transaction. Presentation of a current Wofford College identification card is required.

Wofford College will make every effort to protect itself against any loss from checks returned for insufficient funds. If a check is returned unpaid by a bank to Wofford College, the college will charge a $25 fee. (This penalty is in addition to any fees charged to the maker by the bank on which the check is drawn.)

The privilege of making any payment to Wofford College by check or cashing checks on campus will be denied to anyone who presents a single bad check until that check has been cleared. This privilege will be denied permanently to anyone who presents a second bad check. If the transaction is fraudulent (forgery, no account, advance knowledge that a check will not be paid by the bank, etc.), Wofford College may prosecute the offender. All returned checks must be promptly paid by cash, certified check or money order.

Post Office Policy
The Campus Post Office Policy authorizes the handling of the following items without any censorship whatsoever, but with the individual or organization sending communications having the sole responsibility for them:
1. All mail originating through the United States Postal Service, providing that it bears the name of an enrolled student or an employee of Wofford College. Otherwise, said mail will be returned to the sender marked “Addressee Unknown.”
2. All faculty and administrative communications, which should be labeled with a correct name and box number. All communications must be dated and bear a signature.
3. Communications published in conformity with the Code of Student Rights and Responsibilities. Such communications must be dated and bear a signature. No other items are to be placed in Campus Post Office boxes.

The advent of internet shopping has prompted an increase in mail order purchases. Unfortunately, some students are under the impression that the use of their given names is not safe, and therefore they use aliases to protect their identity.
However, in order to receive the merchandise at the CPO, all members of the Wofford community must use their legal names and present valid picture IDs.

Students must show a picture ID to pick up packages sent to their College Post Office (CPO) box. A signature is required for pickup. Mail sent to a CPO under an alias does not conform to this policy, and such packages will be returned to the sender marked “Addressee Unknown.” Any package that has not been picked up within 60 days of receipt by the Campus Post Office may either be returned to sender (postage due) or disposed of.

**Publicizing Information**

Chartered organizations, students, faculty and staff are encouraged to publicize activities and events in which the Wofford College community has the opportunity to be involved. All public notices or publicity material posted on college property must be sponsored by a chartered organization or college department, or otherwise approved by the dean of students or a designee. In addition, advertising that promotes the use and/or sale of alcohol is prohibited. Publicity should bear the following information:
1. Name of the activity.
2. Time of the activity.
3. Place of the activity.
4. Name of the person or organization responsible for the activity.

All publicity must be removed within two days of the date of the event by the individual or organization that posted it. Publicity of off-campus events and activities must be approved by a member of the campus life and student development staff.

Items can be posted on:
1. Bulletin boards in the Burwell Building, the Franklin W. Olin Building, the Daniel Building, Main Building, Sandor Teszler Library, the Campus Life Building, the Richardson Physical Activities Building and residence halls (do not block any windows in the doors).
2. Windows inside the Burwell Building lobby in the labeled window (for the appropriate day of the week).
3. Interior walls between the glass doors in the Campus Life Building; Campus Post Office glass doors and the pillar inside.

Please use only masking tape, Scotch tape or thumbtacks and staples (bulletin boards only) to hang items. No duct tape is to be used on any postings.

Items *cannot* be posted on/in:
- Trees.
- Sidewalks.
- Iron railings.
- Lampposts.
- Painted surfaces.
- Glass doors and windows.
- Front doors and front windows of the Burwell Building.
- The doors/windows of the Rosalind Sallenger Richardson Center for the Arts, the Roger Milliken Science Center, the Franklin W. Olin Building, the Papadopoulos Building, the Daniel Building, the Jerry Richardson Indoor Stadium and the Sandor Teszler Library.
- Interior doors of the Commons in the Campus Life Building.

**Class Attendance Policies**

Students are expected to attend all classes and activities scheduled for courses in which they are registered for credit.

Absences from class, including those excused in accordance with the provisions outlined below, do not excuse students from the academic requirements of their courses. Generally, instructors will determine whether make-up work will be required or permitted for students who miss tests or other course work because of their absence from class for reasons other than documented illness and participation in official college events. When absences are excused, the instructor will make every reasonable effort to assist students with the missed work in a non-punitive way. In every case of missed class, students ultimately are responsible for the material and experiences covered during their absence.

A student who is excessively absent, particularly if he/she also is performing poorly academically, may be required to withdraw from the course under the following procedures:
1. Through the provost, the instructor will send a class attendance warning, requesting an interview. The class attendance warning is an official notification and provides documentation as to the student’s status in the course. Attendance warnings are sent to the student as well as the student’s adviser(s), registrar, dean of student success, and other pertinent campus personnel.

2. Students who receive a warning are required to make an appointment with their instructor. If the student fails to contact the instructor, if an interview is held but is unsatisfactory or if the student fails to show satisfactory improvement in attendance and/or in academic performance, the instructor can submit a required class withdrawal notice for the student to the provost.

3. Upon the provost’s approval of the withdrawal, the instructor, the student, the registrar and the student’s parents/guardians are informed of the required withdrawal. The student is assigned a grade of WP or WF as determined by the instructor.

Non-attendance is sometimes a sign of more serious underlying problems. As such, faculty are advised to complete an attendance warning if a student has two consecutive absences.

Student absences resulting from participation in official college events generally are considered excused. An official college event is either an athletics event approved by the faculty through its Faculty Athletics Committee or a non-athletics event approved by the provost of the college. The Faculty Athletics Committee will provide the faculty with copies of all athletics schedules as soon as the schedules are approved. The Department of Athletics will provide the faculty with a roster listing the students who will participate and the class times they may miss as a result. The provost will notify the faculty in advance of any approved non-athletics event and will provide the names of the students who will participate.

Although the college will identify, through the procedures outlined above, the events treated as “official,” it is the students’ responsibility to inform their course instructors as soon as possible and not later than one week in advance of any tests or other required work they will miss in order to participate in the event. The notices from the Department of Athletics and/or the provost serve as confirmation of the information provided by students. Because students bear the responsibility for completing all academic requirements of their courses, they should make every effort to arrange their academic and extracurricular schedules in such a way as to minimize conflicts and make the proper arrangements when conflicts do occur. Indeed, students should examine their academic, athletics and other extracurricular schedules at preregistration and again prior to the start of each semester in order to identify conflicts and discuss them with the instructors to seek a suitable agreement. This responsibility is especially crucial in the case of laboratory exercises.

If students unavoidably miss tests or other required work to participate in official events, in most cases instructors will arrange a non-punitive way for them to make up the work. However, some laboratory exercises cannot be replicated and thus cannot be made up. When students must choose between attending such a laboratory or an official event, they also must accept the consequences of the decisions they make. They will not be punished for their decisions by either their instructors or the persons to whom they are responsible in the official events, but nevertheless they must recognize that their absence from either may affect the evaluation of their performance.

If students are remiss in their academic duties, then they may be penalized for work not performed. If students feel that they have been unfairly penalized for missing tests or other required work, and that they have acted according to their responsibilities, then they may present an appeal to the provost, who, after conferring with the student, instructor and others involved, will resolve the impasse. The provost’s resolution is binding on all parties.

Student absences resulting from personal emergencies, such as a death in the family, generally are considered excused. Absences because of special events, such as the marriage of a sibling, or opportunities, such as an interview for a job or a scholarship, likewise are to be considered excused. Students should discuss the need for absences with their instructors and work out arrangements for making up any work they miss due to such absences before the absence takes place, when possible. In the case of an emergency, students should notify the dean of students, who then will inform the students’ instructors.

Students requesting an excuse due to illness must present to the faculty member a statement signed by a health professional in the Hugh R. Black Wellness Center recommending that they be excused. These guidelines are used in issuing statements recommending that students be excused from class due to illness or injury:

1. A statement may be issued for students who have been ill at home or hospitalized off campus and who present to the Wellness Center a written statement from a physician certifying the illness or hospitalization.
2. A statement may be issued when it has been verified that students were seen by one of the Wofford College physicians through an appointment made by the Wellness Center.
3. A statement may be issued when it has been verified that students are seen by the nurse practitioner on campus.
4. A statement may be issued if the student presents with symptoms that indicate a threat of transmission to other students (i.e., fever, GI distress, productive cough, positive bacterial or viral tests).
5. Students should not miss class for medical examinations and treatments, which can be scheduled during times they do not have class or lab. A statement will be issued if the nurse can verify that the procedure took place and that the schedule conflict was unavoidable.

When it is recommended that an absence be excused, the student must present the statement from the Wellness Center staff member to the professor to gain permission to make up the work missed. The professor should, in every case possible, assist the student in making up the work in some non-punitive way.

**Discrimination and Harassment Policy**

Wofford faculty and staff are devoted to creating a welcoming and inclusive college community where everyone can pursue their academic and professional ambitions. Wofford recognizes diversity as a vital component of a high-quality education. It is our commitment to provide students, faculty and staff with the opportunity to embrace differences and learn to appreciate and practice civil discourse that can occur between individuals willing to share experiences and beliefs.

The Discrimination and Harassment Policy addresses bias incidents. Under this policy, “bias incidents” encompasses discrimination and harassment directed at or impacting a group or an individual based on a legally protected class.¹ The Bias Incident Response Team (BIRT) oversees the process and resolution of all reports and includes members of the faculty and staff who serve as case coordinators and/or investigators.

If you or someone you know may have been a victim of discrimination and/or harassment prohibited under this policy, you are strongly encouraged to seek immediate assistance. Assistance can be obtained 24 hours a day, seven days a week from the Wofford College Department of Campus Safety at 864-597-4911 or from a student affairs staff member on call.

During business hours (8:30 a.m. to 5 p.m. Monday through Friday), you also are encouraged strongly to contact:

**Bias Incident Response Team (BIRT) Coordinator**  
**Interim Coordinator**  
Amanda Estabrook, JD  
Title IX/ADA Coordinator  
She, Her, Hers  
Campus Life Building, Second Floor  
Wofford College  
429 N. Church St.  
Spartanburg, SC 29303  
Office: 864-597-4047  
Email: estabrookar@wofford.edu

**Bias Incident Response Team (BIRT Case Coordinators)**  
**Case Coordinator for Students**  
James Stukes, M.Ed.  
He, Him, His  
Coordinator of College Access and Student Success  
Center of Community-Based Learning, Office 113C  
Wofford College  
429 N. Church Street  
Spartanburg, SC 29303  
Office: 864-597-4406  
Email: stukesje@wofford.edu

**Case Coordinator for Faculty Members**  
Dr. Katherine Janiec Jones  
Professor of Religion  
Associate Provost for Curriculum and Co-Curriculum  
209 Main Building  
Wofford College

¹ Discrimination and harassment related to sex, gender identity, sexual orientation and pregnancy are addressed through Wofford’s Sexual and Gender-Based Misconduct Policy.
Notice of Nondiscrimination
Wofford College does not discriminate on the basis of race, color, creed, religion, sex, age, national origin, disability, veteran status, sexual orientation or any legally protected status. (Wofford Board of Trustees, adopted October 2012). The following persons have been designated to handle inquiries regarding the nondiscrimination policies: director of human resources, 864-597-4230, and 864-597-4066.

Reporting Discrimination and Harassment
Below are the reporting options for individuals who wish to report an incident involving discrimination and/or harassment. Individuals who wish to report anonymously can do so through the online reporting form. All reports are private and are shared only with those who are directly involved in the process. Individuals have the option to request the report be used for informational purposes only; however, such requests limit the college’s response. Requests that the report be used for informational purposes only will be evaluated by the BIRT coordinator or their designee to determine whether similar incidents have been reported and/or whether the incident impacts to the greater campus community. In those instances, the BIRT coordinator or their designee may determine further steps will need to be taken.

If the BIRT coordinator is listed as a witness, the reporting party or the responding party, another member of the BIRT will oversee the case through its resolution.

<table>
<thead>
<tr>
<th>Reporting Options:</th>
<th>Directions:</th>
<th>Hours:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online</td>
<td>To report a bias incident online, complete the Bias Incident Reporting Form. The form will be submitted to the BIRT coordinator.</td>
<td>Available for submission 24 hours a day</td>
</tr>
<tr>
<td>By Phone</td>
<td>To report a bias incident by phone to the BIRT coordinator at 864-597-4066.</td>
<td>Business hours: 8:30 a.m. - 5 p.m. (M-F) Outside of normal business hours, please leave a message. Your call will be returned at the earliest convenience.</td>
</tr>
<tr>
<td>In Person</td>
<td>To report a bias incident report in person: Office of Diversity and Inclusion in the Campus Life Building. Second Floor, Office #18.</td>
<td>Business hours: 8:30 a.m. - 5 p.m. (M-F)</td>
</tr>
</tbody>
</table>

*In case of an emergency, individuals should call 911 or the Department of Campus Safety at 864-597-4911 for immediate assistance. Campus safety officers on duty will provide appropriate protection and resources, document the incident, secure the scene (if on campus) and begin an investigation.

Amnesty
The college considers the reporting and adjudication of discrimination and harassment cases on campus to be of paramount importance. The college does not condone underage drinking or use of illegal drugs. However, the college will extend amnesty to complainants, third-party reporters and those assisting victims of discrimination and harassment from punitive sanctioning for illegal use of drugs and/or alcohol.

Accommodations
The college will make arrangements to ensure that individuals with disabilities are provided appropriate accommodations, to the extent necessary and available, to participate in the procedures outlined in this Policy. Student requests for accommodations must be made to the director of accessibility services (located on the second floor of the Wellness Center and available from 8:30 a.m. to 5 p.m.). All other requests for accommodations must be made to the director of human resources (located in Snyder House).

**Resources**

Below are on-campus resources that will report discrimination or harassment to the BIRT coordinator:

<table>
<thead>
<tr>
<th>Office</th>
<th>Contact Information</th>
<th>Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Life and Student Development</td>
<td>864-597-4040</td>
<td>Campus Life Building, 2nd Floor</td>
</tr>
<tr>
<td>Campus Safety</td>
<td>864-597-4911 or 864-597-4350</td>
<td>Campus Life Building</td>
</tr>
<tr>
<td>Office of Diversity and Inclusion</td>
<td>864-597-4066</td>
<td>Campus Life Building, 2nd Floor</td>
</tr>
<tr>
<td>Office of Human Resources</td>
<td>864-597-4230</td>
<td>Snyder House</td>
</tr>
<tr>
<td>Office of Residence Life (including RAs)</td>
<td>864-597-5100</td>
<td>Campus Life Building, 2nd Floor</td>
</tr>
<tr>
<td>Office of Title IX</td>
<td>864-597-4047</td>
<td>Campus Life Building, 2nd Floor</td>
</tr>
<tr>
<td>Office of the Provost</td>
<td>864-597-4020</td>
<td>DuPre Admin Building 2nd Floor</td>
</tr>
<tr>
<td>Dean of Diversity and Inclusion</td>
<td>864-597-4901</td>
<td>Franklin W. Olin Building</td>
</tr>
</tbody>
</table>

**Confidential Resources**

Anyone who desires anonymity in discussing and seeking assistance about discrimination and/or harassment should contact or be referred to one of the resources below:

<table>
<thead>
<tr>
<th>Office</th>
<th>Contact Information</th>
<th>Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling Services (for students)</td>
<td>864-597-4370 (or) by appointment: <a href="http://www.wofford.edu/wellnessCenter">www.wofford.edu/wellnessCenter</a></td>
<td>Hugh R. Black Wellness Center</td>
</tr>
<tr>
<td>Chaplain’s Office (for students, faculty and staff)</td>
<td>864-597-4051 or by email at <a href="mailto:robinsonrr@wofford.edu">robinsonrr@wofford.edu</a></td>
<td>Main Building, 1st Floor</td>
</tr>
</tbody>
</table>

**Applicability of this Policy**

This policy applies to any allegation of discrimination and/or harassment made by or against a student or an employee of the college or a third party, regardless of the race, color, national origin, ability (physical, psychological, cognitive), age, religion or veteran status or any characteristic or status protected by applicable local, state or federal law and wherever the alleged discrimination and/or harassment occurred, if the conduct giving rise to the report is related to or impacts the college’s academic, educational, athletic, international study away or extracurricular programs or activities. There is no geographical limitation to invoking this policy.

When discrimination and/or harassment is alleged by or against a college employee or student in a college-affiliated internship or educational program of another entity, the college may, in its sole discretion, conduct its own investigation pursuant to this policy, conduct a joint investigation with the affiliated entity or utilize the investigation of the other entity as a basis for further investigation.

All reports of discrimination and/or harassment that involve the protected classes of sex, sexual orientation, gender or gender identity and pregnancy will be forwarded to Wofford’s Title IX coordinator. The policy can be found at [www.wofford.edu/titleix](http://www.wofford.edu/titleix).

**Title IX Coordinator:**

**Amanda Estabrook, JD**  
*She, Her, Hers*  
Campus Life Building, Second Floor  
Wofford College  
429 N. Church Street  
Spartanburg, SC 29303  
Office: 864-597-4047  
Email: estabrookar@wofford.edu
In the case of allegations of discrimination and/or harassment, unless otherwise stated, this policy supersedes and applies in lieu of all other procedures and policies set forth in other college documents with the exception of the Sexual and Gender-Based Misconduct Policy.

**Period of Limitations**
A report of discrimination and/or harassment may be filed at any time, regardless of the length of time between the alleged conduct and the decision to submit a report. However, the college strongly encourages individuals to file promptly in order to preserve evidence for a potential legal or disciplinary proceeding. A delay in filing a report may compromise the subsequent investigation, particularly if neither the reporting party nor the responding party is employed by the college or enrolled as a student at the time.

Reports of prohibited conduct reported to have occurred prior to the implementation of this policy will be adjudicated pursuant to this policy and utilizing the prohibited conduct definitions in place when the alleged conduct occurred.

The BIRT coordinator or their designee has the discretion to reopen a case if germane new evidence is found or submitted that the BIRT coordinator or their designee determines could be substantial enough to have impacted the outcome.

**Clery Act Compliance**
Pursuant to the Clery Act, the college includes statistics about certain offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an report. The Clery Act also requires the college to issue timely warnings to the college community about certain crimes that have been reported and may continue to pose a serious or continuing threat to students and employees. Consistent with the Clery Act, the college withholds the names and other personally identifying information of the reporting party when issuing timely warnings to the college community.

When the BIRT coordinator receives a report, they may forward any relevant information, but no personally identifiable information, to campus safety. The college will determine whether a timely warning should be issued. For more information regarding the Clery Act compliance, please contact Randy Hall, director of campus safety (halljr@wofford.edu).

**Academic Freedom and Free Expression**
Students, staff, and faculty are entitled to learn, live, and work in an educational and employment environment that is free of discrimination and harassment. This policy is not intended to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane by controversial or sensitive subject matters protected by academic freedom. When speech or conduct is protected by academic freedom, it will not be considered a violation of this policy, though remedies may be offered to those impacted.

**Prohibited Conduct Definitions**
Prohibited conduct may include, but is not limited to, the terms defined below. All alleged conduct will be reviewed to determine, based on the preponderance of the evidence, whether the alleged conduct constitutes discrimination and/or harassment in violation of this policy.

**Discrimination**
Discrimination under this policy is decision-making that denies and/or significantly impacts any individual or group equal privileges or access to a particular activity or opportunity because of the individual’s or group’s race, color, national origin, ability (physical, psychological, cognitive), age, religion or veteran status or any characteristic or status protected by applicable local, state or federal law.²

**Harassment**
Harassment is “unwelcome conduct (e.g., physical, verbal, graphic or written), based upon race, color, national origin, ability (physical, psychological, cognitive), age, religion or veteran status or any characteristic or status protected by applicable local, state or federal law, that creates an intimidating or hostile environment for another person. A hostile environment is defined as an environment on campus that becomes sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from a college program or activity.” ³

---
² For discrimination involving sex, sexual orientation, gender identity and pregnancy refer to the Sexual and Gender-Based Misconduct Policy.
³ For harassment involving sex, sexual orientation, gender or gender identity and pregnancy refer to the Sexual and Gender-Based Misconduct Policy.
⁴ [https://hr.umich.edu/working-u-m/workplace-improvement/campus-commitment/what-hostile-environment](https://hr.umich.edu/working-u-m/workplace-improvement/campus-commitment/what-hostile-environment)
**Retaliation**

Retaliation is any adverse action threatened or taken against a person because he or she has filed, supported or provided information in connection with a report of discrimination and/or harassment including, but not limited to, direct and indirect intimidation, threats and harassment. The prohibition of retaliation does not end with the resolution of the report. Retaliation may be present even after a finding of not responsible on allegations of discrimination and/or harassment. Retaliatory behavior is not limited to behavior by the accused individual and covers behaviors by his or her associates as well as third parties. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.

**Providing False Information or Interfering with an Investigation**

Any individual who knowingly files a false report and/or false information under this policy or who interferes with an investigation may be subject to disciplinary action. Interference with an investigation may include, but is not limited to the following:

- Attempting to coerce, compel or prevent an individual from providing testimony or relevant information.
- Removing, destroying or altering documentation relevant to the investigation.
- Providing false or misleading information to college officials who are involved in the investigation and resolution of the report or encouraging others to do so.

**Standard of Proof: Preponderance of the Evidence**

“Preponderance of the evidence” is the evidentiary standard used to determine whether the sum of all the evidence shows that it is more likely than not that a responding party violated this policy.

**Process Applicable to All Discrimination and Harassment Reports**

**Step 1: Intake Meeting**

A. The report is received by the BIRT coordinator.

B. Once a report has been received, the individual who reportedly experienced the discrimination and/or harassment will be referred to as the “reporting party” and the individual who reportedly engaged in discriminatory or harassing behavior will be referred to as the “responding party.”

C. The reporting party may meet in person with the BIRT coordinator or their designee.

D. The BIRT coordinator or their designee will provide possible options for resolution of the report. Possible options include but are not limited to the following:

- Request for documentation purposes only.
- Referral to another campus office for additional assistance.
- Request for an educational conversation.
- Request for a resolution under this policy.

**Step 2: Evaluation of Interim Safety and Disciplinary Measures**

Following the intake meeting, the BIRT coordinator, or their designee will determine which, if any, of the interim measures and/or actions should be taken. The BIRT coordinator or their designee may consult with other campus partners to assist in implementing interim safety or disciplinary measures. The BIRT coordinator or their designee, when warranted to ensure safety and well-being of both parties (to include third-parties and witnesses), may implement one or more interim measures, if appropriate and/or reasonably available, including but not limited to the following:

<table>
<thead>
<tr>
<th>Student Reporting Party</th>
<th>Employee Reporting Party</th>
<th>Student Responding Party</th>
<th>Employee Responding Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issuing mutual no-contact orders, providing an escort, changing on-campus housing assignments, changing work arrangements or schedules, changing academic schedules</td>
<td>Issuing mutual no-contact orders, providing an escort, changing office locations, changing work arrangements or schedules, changing academic schedules</td>
<td>Issuing mutual no-contact orders, *impose administrative withdrawal from the college, *suspend campus housing on interim basis, *restrict access to college facilities</td>
<td>Issuing mutual no-contact orders, **restrict access to college facilities, **temporarily adjust job duties or place on administrative leave,</td>
</tr>
</tbody>
</table>
The BIRT coordinator or their designee will notify the reporting party of the proposed interim measures in writing. These actions may be appealed by the responding party to the vice president of student affairs or their designee within three calendar days in writing. The vice president of campus life and student development will respond in writing within five business days. The vice president of campus life and student development’s decision is final.

The BIRT coordinator or their designee will notify the reporting party of the proposed interim measures in writing. These actions may be appealed by the responding party to the director of human resources or their designee within three calendar days in writing. The director of human resources will respond in writing within five business days. The director of human resources’ decision is final.

**Step 3: Initial Meetings with the Case Coordinator**
The BIRT coordinator will assign a member of the BIRT to be “case coordinator” of the report. The case coordinator will assist in overseeing the process of the case.

A. **Initial Meeting between the Reporting Party and the Case Coordinator**
   i. The case coordinator will meet with the reporting party as soon as is practicable. During the initial meeting with the reporting party, the case coordinator will discuss the report and avenues for its resolution.
   ii. The case coordinator will promptly determine if any interim safety measures and/or disciplinary measures are necessary. (Refer to possible interim measures in Step 2.)

B. **Initial Meeting between the Responding Party and the Case Coordinator**
The case coordinator will schedule a meeting with the responding party as soon as is practicable. During the initial meeting with the responding party the case coordinator will discuss the report and resolution process and inform the responding party of any interim safety measures and/or disciplinary measures.

C. **Responding Party Acknowledgement of Responsibility**
At any time prior to the resolution of the report or complaint, the responding party may acknowledge responsibility for violating the discrimination and harassment policy and the case will proceed to the sanction decision meeting (Step 6, E).

**Step 4: The Case Coordinator’s Initial Determination**
In the event the case coordinator determines that it is clear on its face and/or based on the case coordinator’s initial meeting with the parties and/or other individuals that no reasonable grounds exist for believing that the conduct at issue constitutes discrimination and/or harassment in violation of this policy, the case coordinator will close the case, document the closure and promptly notify the parties of the closure and rationale.

Either party may appeal the decision to close the case. Appeals should be submitted to the BIRT coordinator or their designee in writing within three calendar days of the closure. The BIRT coordinator or their designee will inform the other party of the appeal.

Following the receipt of the appeal, the BIRT coordinator or their designee will make a determination within 10 business days as to whether any additional or different remedial action is necessary.

In the event the case coordinator determines that the report will move forward for resolution under this policy, the case will proceed to step 5 or step 6.

**Step 5: Facilitated Resolution**
Facilitated resolutions are designed to address reports in the most effective and expeditious manner possible. Facilitated resolutions can be accomplished with the assistance of other offices or administrators on campus in the area relevant to the report.

Any form of facilitated resolution and any combination of interventions and remedies may be utilized. If an agreement acceptable to the college and the parties is reached through facilitated resolution, the terms of the agreement are implemented, and the matter is resolved and closed. There shall be no opportunity for appeal.

If an agreement is not reached, and the case coordinator or their designee determines that further action is necessary, or if either party fails to comply with the terms of the facilitated resolution, the matter may be referred for an investigation and formal resolution under these procedures.

5 https://diversity.uiowa.edu/policies/discrimination-complaint-procedures
NOTE: A resolution that is reached pursuant to this section will not be included in a student responding party’s student conduct record or in an employee responding party’s personnel record, unless the inclusion of such information is agreed to as part of the facilitated resolution of the matter.

Step 6: Formal Resolution

A. Appointment of Investigator(s)

The case coordinator will promptly appoint an investigator(s). The case coordinator will share their names and contact information with both parties and will forward the complaint to the investigator(s). Within three calendar days of the appointment of investigator(s), the parties may identify to the case coordinator in writing any alleged conflicts posed by assigning such investigator(s) to the matter. The case coordinator will consider the statements and assign different investigator(s) if necessary.

B. The Investigators’ Activities

The investigator(s) will conduct interviews of all parties and witnesses involved and summarize such interviews in written form. The investigator(s) may collect and preserve evidence where applicable. At the conclusion of the investigation, the investigator(s) will write summaries of each interview. The parties and witnesses will have the opportunity to review and provide feedback of their own interview summary. The investigators will submit the final investigative report to the case coordinator.

C. Case Coordinator Evaluation of Final Investigative Report

The case coordinator will evaluate the final investigative report and will direct that the case proceed to a review panel for a finding of “responsible” or “not responsible” unless it is clear from the final investigative report that no reasonable grounds exist for believing that the conduct at issue constitutes a violation of this policy. The case coordinator will specify which allegations of prohibited conduct and, if applicable, which other related alleged misconduct, will move forward to a review panel under this policy. Any allegations that move forward to a Review Panel will be referred to as “charges.” If the case coordinator finds that it is clear from the final investigative report that no reasonable grounds exist to believe that the conduct at issue constitutes a violation of this policy, they will close the case, document the closure, and promptly notify the complainant and the respondent of the closure and the rationale for the closure.

Both parties may appeal the case coordinator’s decision in writing to the BIRT coordinator or their designee within three calendar days of receipt of the notice of closure. The BIRT coordinator or their designee will notify the other party and the case coordinator of the appeal.

Following receipt of the appeal, the BIRT coordinator or their designee will determine whether the case warrants further investigation and whether any additional or different remedial action is necessary. The BIRT coordinator will notify both parties of their decision within five business days of receipt of the appeal. The decision of the BIRT coordinator is final.

D. Review Panel

The composition of the review panel will consist of three trained investigators: the appointed investigator(s) and one or two other trained investigators.

The review panel will meet to review each summary and all the evidence collected during the investigation. The review panel will confer and render, by majority vote, a finding of “responsible” or “not responsible” using a preponderance of the evidence standard. The review panel will forward the decision along with all summaries and evidence to the case coordinator.

The case coordinator will send an outcome letter to both parties. If the responding party is found “responsible,” the sanctions will be decided by the BIRT coordinator or their designee and the appropriate administrator.

In cases where the investigation indicates that no violation of the Discrimination and Harassment Policy has occurred (“not responsible”), the case will be closed.

E. Sanction Decision Meeting

The sanction decision meeting will occur following the distribution of the outcome letter.

The parties will be provided an opportunity to submit impact and mitigation statements to be considered during the sanctioning process.
IF the responding party is a **student**, the BIRT coordinator or their designee and the vice president of the Division of Campus Life and Student Development or their designee will determine appropriate sanctions.

IF the responding party is a **faculty member (employee)**, the BIRT coordinator or their designee and the provost or their designee will determine appropriate sanctions.

IF the responding party is a **staff member (employee)**, the BIRT coordinator or their designee and the director of human resources or their designee will determine appropriate sanctions.

Sanctions may include but are not limited to those listed in the table below.

<table>
<thead>
<tr>
<th>Student Reporting Party</th>
<th>Employee Reporting Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education conversation, apology letter, research paper, reflection paper, disciplinary probation, social restrictions, removal from campus housing, suspension, expulsion</td>
<td>Education conversation, written warning, probation, withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, compensation adjustments</td>
</tr>
</tbody>
</table>

After the sanctions have been determined, the BIRT coordinator or their designee will meet with the responding party to discuss sanctions and provide the responding party a sanction decision letter.

**F. Appeals**

Within three days of receipt of the outcome letter, either party may submit an appeal in writing to the BIRT coordinator or their designee. The only ground for appeal is procedural errors that significantly impacted the outcome of the case.

The BIRT coordinator or their designee will inform all parties of the appeal. The BIRT coordinator or their designee will forward the appeal to the appropriate appellate officer depending on their role on campus.

IF the responding party is a **student**, the appeal will be forwarded to the vice president of student affairs or their designee.

IF the responding party is a **faculty member (employee)**, the appeal will be forwarded to the provost or their designee.

IF the responding party is a **staff member (employee)**, the appeal will be forwarded to the director of human resources or their designee.

The appellate officer will review the appeal and all relevant materials to make one of the following determinations: (1) the appeal does not meet the permissible grounds for appeal; (2) the decision of the review panel should stand; (3) the decision of the review panel should be overturned. In the event that the appellate officer determines that the decision of the review panel should be overturned, the appeals officer will specify, after consultation with the BIRT coordinator or their designee and appropriate administrators, the appropriate steps to be taken to come to a final resolution of the complaint. Within 10 business days of receiving the appeal, the BIRT coordinator will forward the appellate officer’s decision to both parties and the case coordinator. There shall be no further appeals and the decision is final.

**Inclement Weather Policy**

Wofford College ordinarily does not close because of weather that brings snow and ice or other threatening weather conditions, such as hurricanes or tornadoes, to the area. Every effort will be made to hold classes and to have offices open. Commuting students and employees should understand that classes are held, but that they are to run no unreasonable risk to get to the campus. Students will be expected to make up missed work.

If an exception is made to this policy, notice will be given through the Wofford email system, Wofford website (wofford.edu) and Wofford official Facebook page (facebook.com/woffordcollege/), and if the situation warrants, through the Wofford emergency alert system (Rave Mobile Safety). Notice also will be provided to local television and radio stations.
If there is no cancelation or delay notice on these sources, it is safe to assume that the college is open and conducting classes as usual.

Note that all Wofford students, faculty and staff are registered in Rave Mobile Safety with their Wofford email addresses. All are urged to register their cell telephone numbers in Rave as well. To do this, log into Rave through myWofford (using your Wofford ID and password, unless you have changed your Rave password) and add your cell number; you also may register the email address and/or the cell telephone number of your parent or spouse into your account so that they may receive alerts. Note that all registered users will receive test alerts and all other emergency alerts, not just inclement weather notifications. All faculty and staff who have Wofford-issued cell phones are required to register those numbers in their Rave account to receive text messages.

**Involuntary Leave Policy**
The college is committed to providing optimal educational opportunities to all students. However, occasions exist when a student’s physical or emotional health and behaviors place unmanageable risks on the individual or the college. For this reason, the college reserves the right to require further evaluation of a student through appropriate professionals, to establish conditions under which a student may continue at the college and to recommend voluntary or involuntary withdrawal of the student from the college. Moreover, the college reserves the right to suspend a student whose conduct is disruptive or poses a danger to the college community.

**Medical Withdrawal Policy**
Wofford supports all students who need to withdraw from the college due to physical illness/injury or to seek treatment for chemical dependency or other psychological condition. Students must submit a formal request to the Office of Accessibility and Counseling Services. Those who withdraw are eligible to return once they have been cleared to return by their health care provider. The Office of Accessibility and Counseling Services may confer with the appropriate campus offices in evaluating the student’s request. This may include, but is not limited to, medical or mental health professionals, current course instructors and advisers, the dean of students, the director of residence life, the registrar and/or the provost. The student is required to provide supporting documentation from the health care provider.

Supporting documentation must be provided within 30 days of the initial medical withdrawal request. Once the documentation is reviewed and approved, students who are granted a medical withdrawal will receive a grade of W for ALL courses attempted during the semester or term in question. A W does not affect the student’s GPA nor hours earned, but will be noted on the transcript. Students who do not provide appropriate supporting documentation will be held to the regular withdrawal policy, which will result in either a grade of WP or WF, (or for a pass fail course a WS or WU) at the instructor’s discretion.

Students granted a medical withdrawal will have a hold placed on their records pending readmission to the college. The college expects the medical leave to be of sufficient duration to allow the student to address the issues that necessitated the withdrawal and thus enhance the likelihood of success upon return.

A student requesting a medical withdrawal must complete the following steps:

1. Submit a request by the last day of class of the term in question. Medical withdrawals will not be retroactively considered or applied. Written requests may be submitted to accessibilityservices@wofford.edu or through the myWofford student tab under Accessibility Services Accommodations and Submit Accommodations Request.
2. Provide documentation from the health care provider stating the student’s diagnosis and support for withdrawal from the school, as well as confirmation of treatment plan during the withdrawal period. Documentation must be received within 30 days of the request for medical withdrawal. If appropriate documentation is not received in this time, the college’s withdrawal policy will apply and the medical withdrawal is no longer applicable.
3. The Office of Accessibility and Counseling Services will notify the appropriate campus offices as well as the student’s faculty, of the withdrawal. The student is responsible for following up with the Office of Financial Aid and/or the Business Office to discuss financial aid, scholarships and tuition/fees. This may be done at the student’s convenience and is not necessary during the initial request.
4. A student wishing to return after a medical withdrawal must complete the following steps:
5. Notify the Office of the Registrar of their desire to return by completing the readmission application available online and through the Office of the Registrar.
6. Submit documentation from the health care provider to the Office of Accessibility Services attesting to the student’s ability to resume studies with a reasonable likelihood of success. The statement must provide a description of the student’s **diagnosis** and the treatment rendered. It must outline, as appropriate, a plan of treatment to be followed upon return. All documentation will be maintained in strict confidence in the Office of Accessibility Services.
7. The readmission application and medical documentation must be submitted at least one month prior to the beginning of the semester the student wishes to return, but exceptions can be granted when appropriate.
8. Contact the Office of Financial Aid and/or the Business Office to discuss financial aid, scholarships and tuition/fees.
9. Contact the Office of Residence Life, if on-campus housing is desired.
10. Submit an official transcript to the Registrar’s Office if coursework was taken at another institution.

Once all appropriate documentation is received, the Office of the Registrar, in consultation with other campus offices as appropriate, will make the final determination regarding the student’s readmission request. Upon readmission the student will need to work with the Registrar’s Office regarding registration for the upcoming term. Upon re-enrollment, students are expected to meet with a staff member in the Wellness Center to discuss a treatment plan for the initial semester of return and follow the treatment plan as established by the health care provider.

*Special consideration for Interim
A student who is able to finalize the request before the first day of Interim is eligible for a pre-approved Interim waiver. This allows the student to waive one of the four Interims required for graduation. The student is still responsible for the hours necessary for the appropriate degree. To be eligible, the student must make the formal request, provide appropriate documentation, and receive a status of “Finalized” from Accessibility Services. Students who finalize the withdrawal process after the start of Interim will be considered for the waiver on an individual basis.

Missing Student Notification Policy
Wofford College establishes the following policies and procedures concerning when a student residing in on-campus housing is determined to be missing in compliance with 20 U.S.C. § 1092 and 34 C.F.R. § 668.46.

Most missing person reports in the college environment result from students changing their routines without informing roommates and/or friends of the change. For purposes of this policy, a student will be considered missing if a roommate, classmate, faculty member, staff member, friend, family member or other campus person has not seen or heard from the student in a reasonable amount of time. In general, a reasonable amount of time is 24 hours or more but may vary with the time of day and information available regarding the missing person’s daily schedule, habits and reliability. Individuals also will be considered missing immediately if their absence has occurred under circumstances that are suspicious or cause concerns for their safety, such as if a student has expressed suicidal thoughts or may be in a life threatening situation.

Designation of emergency contact information
Students age 18 and above and emancipated minors. (Emancipated minors are those students under the age of 18 who have been legally granted adult status.) All students (including those students 18 and above and emancipated minors) can confidentially identify and designate one or more individuals to be contacted if the student is determined to be missing. The contact person may be anyone, including, but not limited to, the person the student has otherwise identified as an emergency contact. Students may register and update this contact information at any time. This information is accessible only to the director of campus safety/designee and the dean of students/designee in the event that an on-campus student is determined to be missing. The contact information will be registered confidentially, accessible only to the authorized campus officials listed above, and it will not be disclosed, except to law enforcement personnel to further a missing person investigation. The designation will remain in effect until changed or revoked by the student. Students over the age of 18 and those under 18 but otherwise emancipated may designate their missing student contact by going to the student tab under their myWofford page and selecting the Personal Information tab and selecting missing student contact. Students may make changes to their contact information at any time. Current resident students will be reminded of the ability to designate a missing student contact and the procedures to do so at the beginning of each semester by email. All incoming first-year students will be asked to designate a missing student contact as part of their required information necessary to be supplied prior to the start of classes at the college as part of the FYI checklist.

If a student under the age of 18 and not emancipated is determined to be missing, the college is required by federal law to notify a custodial parent or guardian no more than 24 hours after the student is determined to be missing, in addition to notifying any additional contact person designated by the student.

Missing Student Procedure
1. Any individual at Wofford who has information that a residential student may be a missing person must notify the Wofford Department of Campus Safety immediately at 864-597-4911.
2. Campus safety will begin an immediate investigation and gather all essential information about the missing student from the reporting person, from the student’s acquaintances and from college personnel and from official college information sources.
3. Campus safety will notify the dean of students, the residence life office and the Wellness Center to aid in the search and location of the student.

4. A person shall be determined to be missing if:
   - Search efforts are unsuccessful in locating the student in a reasonable amount of time.
   - It is apparent immediately that the student is a missing person (e.g. witnessed abduction).
   - It has been determined that the student has been missing for more than 24 hours.

5. No later than 24 hours after determining that a student is missing, the dean of students or his/her designee or campus safety will notify the confidential contact person previously identified by the student and the custodial guardian/parent (for students under the age of 18 and not emancipated) and advise that the student is believed to be missing. Not later than 24 hours after determining the student to be missing, campus safety also will notify other law enforcement agencies to report the student as a missing person.

Responsibilities

a. Campus safety
   Begin an immediate investigation that includes gathering the following information:
   - A physical description of the missing person, including the clothes were last worn.
   - Student’s cell phone number (if known).
   - Where the student might be, who the student might be with, vehicle description.
   - Information about the physical and emotional well-being of the student.
   - A class schedule and when the student last attended class.
   - Last time the student used his/her ID card.
   - Determine locations of the student by utilizing surveillance camera system.

   Attempt to contact the student and others that might know the missing student’s whereabouts by the following:
   - Calling the student’s cell phone.
   - Emailing and/or texting the student.
   - Entering the student’s residence hall room.
   - Talking to roommates, hall mates and other friends.
   - Notifying external law enforcement agencies, to include the State Law Enforcement Division (if appropriate) no later than 24-hours after the student is deemed to be missing.

b. Dean of students:
   - Notify the president and other appropriate members of the college staff.
   - Notify the confidential contact previously identified by the student and the custodial parent/guardian (if the under the age of 18 and not emancipated) and advise that the student is believed to be missing. Maintain contact with the contact person/custodial guardian or parent throughout the investigation.

c. Residence life:
   Assist in the attempt to locate the student by:
   - Making frequent checks of the student’s room.
   - Utilizing resident assistants to inquire of their residents about the possible locations of the student or possible reasons for the disappearance.

d. Registrar’s office:
   - Ensure that the mechanism for students over the age of 18 or emancipated minors exists to list and identify confidential contact personnel information.
   - Provide class schedule information for the missing student in order to assist in the investigation.

Office of Marketing and Communications Policies

Notice of Intent to Publish Certain Personally Identifiable Information

As required by the Family Educational Rights and Privacy Act of 1974 (FERPA), Wofford College hereby informs current students of its intent to respond to legitimate, third-party requests for the following information: (1) legal name(s) during periods of attendance; (2) date and place of birth; (3) dates of attendance and actual or projected date of graduation; (4) degrees awarded and honors received, including the dean’s list; and (5) participation in officially recognized activities and intercollegiate sports.

On its website, Wofford College publishes an abbreviated student directory that confirms current registration and provides an email address and Campus Post Office box.
For official college publications and certain types of news media releases, directory information that is allowed to be released to third parties includes: (1) legal name; (2) campus address (residence hall and room number, Campus Post Office box number, Spartanburg phone number and email address); (3) legal residence and the name of parent, spouse or legal guardian; and (4) photographs made by the staff of student publications, college staff or photographers under contract to Wofford College, including candid photography or videography of students involved in college-sponsored academic or extracurricular activities. Because this information is allowable for release does not mean the college automatically will release it upon request; consideration is given regarding the requesting party and the purpose of the request. Students who have questions or who wish to withhold permission to publish certain information should contact the senior director of public relations and communications in the Office of Marketing and Communications at woffordnews@wofford.edu or 864-597-4180.

Students will be asked specifically for permission prior to the release of most other personal information. Faculty and staff members have been duly cautioned that discussion of such information with third parties is prohibited.

Photography and Videography Policies
This policy is intended to regulate the activities of commercial, news and other photographers and videographers. Photographers/videographers wishing to conduct activities on Wofford College’s campus must make their requests to:

Laura Corbin
Senior Director of Public Relations and Communications
Office of Marketing and Communications (OMC)
laura.corbin@wofford.edu
Phone: 864-597-4180
Cell: 864-809-8963

Policies:
• Photography/videotaping are prohibited in residence halls.
• Photography/videotaping inside any other campus building must be approved by the senior director of public relations, and photographers/videographers must be escorted by a designated staff person.
• The use of yards or porches of private residences on campus is prohibited without specific approval from the senior director of public relations and communications. These homes are: the Kilgo-Clinkscales House (Dean’s Home), the President’s Home or the Carlisle-Wallace House (home of the dean of students). See the campus map at http://www.wofford.edu/uploadedFiles/Wofford_map_download.pdf for these locations.
• Photography/videography also is prohibited at the Stewart H. Johnson Greek Village, including the Richardson Family Pavilion, during the academic year; during the summer months, permission must be granted by the senior director of public relations and communications. (Exception are photographers/videographers contracted on behalf of campus Greek organizations.)
• Photographers/videographers may not disrupt any campus activity.
• Photographers/videographers should carry appropriate identification/business cards and must show identification if asked by campus personnel.
• Photographers/videographers under contract with the college or a sanctioned campus organization must display identification and/or credentials and must produce identification and/or credentials when requested by a member of the Office of Marketing and Communications, Department of Campus Safety or a senior administrator. This includes, but is not limited to, photographers/videographers engaged on behalf of fraternities and sororities. Copies of contracts between these organizations and the photographers must be provided to the director of news services before the date of these events.
• Wofford restrooms or other facilities may not be used as dressing or preparation areas, except as approved for day-of preparations for duly scheduled weddings through the Office of Campus Ministry.
• Vehicles are not allowed on sidewalks, grass or streets on Wofford’s campus; please park in designated parking lots.
• As a private institution, Wofford reserves the copyright/trademark on all of our buildings and grounds, and commercial photography/videography of these features intended for sale must be licensed through Learfield Licensing, Wofford’s licensing agent. Contact Angela Filler in the Office of Marketing and Communications at fillera@wofford.edu or 864-597-4182 for more information. Any offer for sale or sale of such photography/videography must be approved.
• Photographs or video of Wofford buildings or grounds may not be used for advertising or other commercial purposes without written permission of the vice president for marketing and communications or the director of news services.

Special notes:
Photographers, videographers and reporters making requests for athletics events must follow the procedures and guidelines set forth by the Department of Athletics. Contact Brent Williamson, assistant athletics director for media relations, at 864-597-4093 or williamsondb@wofford.edu for details, credentials or permissions.

Photographers and videographers, including news media, on campus for events being hosted by outside parties will abide by policies and procedures established by those outside parties in collaboration with the Office of Marketing and Communications as appropriate.

Wedding photography/videography conducted on the day of the wedding scheduled on campus through the Office of Campus Ministry is exempt from these policies, except for the provisions prohibiting the use of residence halls, yards/porches of private residences and indoor photography, except for the location of the ceremony; and the provision prohibiting the use of photographs/videography for advertising purposes.

Policy on the Operation of Drones/Unmanned Aircraft
Updated November 2018

Purpose
To define the requirements for the use of drones, also known as unmanned aerial vehicles (UAVs) and/or unmanned serial systems (UASs), on Wofford College-owned or -controlled property in compliance with the Federal Aviation Administration (FAA) and all applicable federal, state and local laws as well as Wofford College policies.

Scope
Drones, UAVs and UASs (hereafter collectively referred to as “drones”) are defined as any contrivance invented, used or designed to navigate or fly in the air that is operated without the possibility of direct human intervention from within or on the aircraft. The scope of this policy applies to, but may not be limited to, the operation of drones on Wofford College property, including the Goodall Environmental Studies Center at Glendale, S.C.; college-controlled property or for college-affiliated events held elsewhere (hereafter collectively referred to as “college property”).

Policies
To ensure the safety and privacy rights of individuals and ensure the legal operation of drones on college property, the use of all drones must be approved by the Wofford Office of Marketing and Communications (OMC).

The FAA is responsible for regulating and overseeing the use of all aircraft, including drones, and recognizes that drones may be used for recreational/hobby purposes or for commercial use. Drone users must be registered and/or certified by the FAA for the appropriate purpose.

All persons requesting to use a drone for any purpose on college property are personally responsible for compliance with current FAA regulations, state and federal laws, and college policies.

The use of personal drones for hobby, recreation, campus activities or coursework on college property is prohibited.

Before operating on Wofford College property, users are required to:

- Contact the office of Regional One Air Medical at Spartanburg Regional Medical Center at 864-560-1363 to inform them of the flight scheduled, including the date, time and specific campus location(s). (Regional One usually is willing to contact the GSP International Airport FBO in Greer, Cerulean Aviation, and Spartanburg Downtown Memorial Airport. Cerulean Aviation contact number is 864-655-5221.)
- Contact the Spartanburg Downtown Memorial Airport with the same information, if Regional One is not contacting. FBO, 864-574-8552; after hours, 864-347-2304.

Drones may not be operated on college property at a height of more than 200 feet.

Users are specifically prohibited from operating drones over or near Gibbs Stadium, Snyder Field or athletics practice fields without specific approval in writing from the Office of Marketing and Communications AND the Department of Athletics.

These policies apply to any contractor or third-party drone operator contracted by any personnel of any office at Wofford College.

Any use of a drone on campus or properties described above must be approved by the Wofford Office of Marketing and Communications. The decision regarding approval or disapproval of the request is at the sole discretion of the senior director of public relations and communications.
Requests to operate a drone on Wofford College property must be made at least three (3) weeks before the requested date for the operation.

The user must provide:
- Name
- Company name
- Address
- Telephone number
- Email address
- Date/time requested
- Purpose of activity

The user will be required to sign an agreement that includes, but may not be limited to, these provisions:

- The operation of unmanned aircraft systems, including drones and model aircraft, requires compliance with the Federal Aviation Administration (FAA), relevant state laws and Wofford College established procedures in order to ensure compliance with those legal obligations and to reduce risk to safety, security and privacy.
- The user will be responsible for obtaining and paying for the license required to operate the drone on college property.
- In operating a drone for the purposes of recording or transmitting visual images, the user must take all reasonable measures to avoid violations of areas normally considered private. The UAS shall not be used to monitor or record areas where there is a reasonable expectation of privacy in accordance with accepted social norms. These areas include, but are not limited to, restrooms, locker rooms, individual residential rooms, changing or dressing rooms, and health treatment rooms.
- The drone may not be used in indoor areas.
- The drone may not be used over groups of people.
- The user assumes all risks that may or can arise out of operating a drone on the college campus or other properties described herein.
- The user agrees to indemnify, keep, save and hold Wofford College, its Board of Trustees, officers, directors, agents, employees, subcontractors or assignees, harmless for any direct, indirect, special or consequential damages connected to this activity that may occur as a result of any act or omission by the college from and against any and all liabilities, damages, losses, claims, expenses, demands, suits, fines or judgments, including attorney’s fees, costs and expenses incidental thereto and to the full extent as allowed by the laws of the state of South Carolina. In the event of any such injury, including death, loss, damage or claims therefore, the user shall give prompt notice to the college.
- The user hereby releases, waives and discharges the college for any and all liability associated with operating the drone on college property. This waiver and release are intended to include all claims for injuries, accidents, illnesses or property loss, whether known or unknown or anticipated or unanticipated.
- If the user intends to, and does, take photographs or videos during the use of the drone on Wofford College property, the user agrees to provide Wofford College with copies of said photographs/video free of charge and agrees to allow the college to use said photographs/video for any purpose the college deems appropriate without further compensation.
- The user hereby agrees that this agreement shall be construed in accordance to the laws of the state of South Carolina.
- If any term or provision of this agreement shall be held illegal, unenforceable or in conflict with any law governing this agreement, the validity of the remaining portions shall not be affected thereby.
- Copies of applicable FAA registrations/certifications and proof of insurance must be provided to the college before the user receives approval.

**Social Media Acceptable Use Policy**

Wofford College social media accounts exist to communicate about the college with the Wofford community and other interested stakeholders. These accounts will share updates about the college; its offices, departments and programs; and its students and alumni. All official Wofford College social media platforms also may be used by the Office of Marketing...
and Communications to disseminate information in the event of a crisis. More information about the Office of Marketing and Communications can be found at wofford.edu/omc.

Wofford College social media account administrators can, and will, block users who attempt to spam college accounts. We also will remove posts that advertise services or promote ideals or events that are not in keeping with the mission of Wofford College.

We recognize and value differences of opinion but will remove posts that are:

- Abusive, bullying, threatening or in any way endangering the health or safety of others.
- Lewd, profane or sexually explicit.
- Racist.
- Encouraging violence.
- Violating privacy or copyright laws.
- Contrary to Wofford’s mission and values.

The college reserves the right to remove posts in accordance with the above criteria at any time, without warning. This Social Media Acceptable Use Policy applies to all official accounts that represent Wofford College.

Residence Life Policies

Resident Student Classification

All single students, except those commuting daily from their homes or homes of relatives (e.g., grandparents, aunts or uncles), are required to live in college housing and to take their meals through Wofford College dining services.

Student may be granted exceptions upon approval from the Office of Residence Life for a variety of circumstances, including:

1. A student who is in active military service or who is a veteran of two years of military service.
2. A student who is regularly employed 35 hours or more each week and whose schedule would make living in college housing or taking meals in the Wofford College dining hall impractical.
3. A student who cannot live in college housing due to health concerns. (The student must provide documentation from a certified physician or practicing psychologist and be approved by the Wofford College physician.)

Students seeking an exception should contact the Office of Residence Life for an application.

Students must be enrolled in nine or more hours to reside in on-campus housing. Exceptions may be granted by the dean of students or his/her designee upon application and justification.

Wofford does not provide married student housing. Housing fees are the same in all residence halls for double occupancy rooms. The majority of rooms are designed for occupancy by two students, but a few single rooms are available. Single occupancy rooms are assigned by the director of residence life; there is an additional $750 fee per semester for students living in single rooms.

Residence Hall Assignments

Each spring, Wofford College holds a lottery for residence hall rooms and apartments. Students are eligible to participate if they pay the non-refundable $500 reservation fee by March 15 of that year. The order of the lottery is based on the year students entered Wofford. Students may contact the director of residence life for a complete list of the rules and regulations of the lottery. First-year and transfer students are assigned rooms in Greene, Marsh and Carlisle halls.

Wofford College reserves the right of final approval of all room and residence hall assignments. Also, Wofford College reserves the right to move a student from one room or residence hall to another during the year.

Residence Life Staff

Residence Life Coordinators

Wofford College employs staff members to supervise the campus residence halls. These staff members are referred to as residence life coordinators. They are selected for their abilities to assist and advise students and help develop a community within each building. They are responsible for enforcing policies and regulations, responding to emergencies and overseeing the resident assistants. They report to the assistant director and director of residence life.
Resident Assistants
The office of residence life hires upper-class students to be resident assistants in the residence halls and the Village apartments. There is one resident assistant assigned to each hall community in every residence hall. They are selected for their abilities to help to develop a community within each building, assist and advise students, respond to emergencies and enforce policies. They work with the student affairs staff to create an atmosphere conducive to the well-being of all students and to develop among residents the recognition that they themselves must be responsible for maintaining such an atmosphere. Wofford students are encouraged to get acquainted with their resident assistant and resident director and to participate in the hall programs.

Duties of Residence Life Coordinators and Resident Assistants
Residence Life coordinators and resident assistants are assigned specific areas of responsibility in the residence halls. In addition, they maintain a schedule for duty to ensure that both a resident director and a resident assistant are on campus in the evenings and weekends when the offices are closed. One resident assistant per residence hall area is on duty beginning at 5 p.m. and ending at 8:30 a.m. the following morning. The dispatcher center has a roster of resident assistants and can assist students needing to locate the resident assistant on duty in their area. Additionally, resident assistant duty schedules are posted throughout each residence hall.

Residence Life coordinators and resident assistants:
• Are available as resources and mediators for students.
• Share with all other residents the responsibility of protecting the rights and privileges of Wofford students against the infractions of regulations by others.
• Help maintain orderly living conditions.
• Help create a campus community by providing educational and social programs for students.
• Are responsible for reporting infractions to the dean of students and the director of residence life.
• Work with the office of residence life in checking students into their rooms at the beginning of the fall semester and checking them out of their rooms at the end of the spring semester.
• Assist the office of residence life with health and safety inspections.

Individual Student Responsibility
Students should expect to live in residence halls that are sanitary and conducive to study and that provide an environment where rights of privacy are respected. If these rights are not observed, students should not hesitate to contact violators personally, with the help of a resident assistant and, if necessary, report the problem to the director of residence life. Any student having difficulties adjusting to life in the residence hall should not hesitate to contact a member of the residence life staff.

Access
Access to the residence halls is controlled by a card-key system. Every student is issued a card-key, which serves as a means of identification. Students are required to carry their cards with them 24 hours a day and use them for access to the residence halls. Students who lose their cards must report the loss to the Department of Campus Safety immediately, so that the building can be secured. Each resident student is issued one key to his/her room when checking in at the beginning of an academic term. Keys are for personal use only and are not to be given to other residents or guests. Each card is the property of Wofford College and is for the sole use of the person to whom it was issued. Propping open doors or otherwise tampering with the access control and alarm systems is strictly prohibited. Persons found responsible for such violations will face disciplinary action.

Room Key
Each resident student receives a room key at check-in. If a key is temporarily misplaced, students may seek assistance from the resident assistant on duty in their building or borrow an extra key from the Office of Residence Life during office hours (8:30 a.m. to 5 p.m., Monday-Friday). If a student borrows a key from the Office of Residence Life and does not return the key within 24 hours, a re-key will be ordered, and a new key will be issued at a cost of $100 to the student. If a key is lost or stolen, the loss or theft should be reported immediately to the Office of Residence Life; a re-key will be ordered at the cost of $100 to the student. This is necessary for the protection and security of the student, the roommate and their belongings. Room keys must be turned in at checkout or whenever there is a change in a student’s residence status, or there will be a charge of $100.

Personal Safety
Students should take the following security precautions:
1. Always lock the door to your room when not in the room and when you are sleeping.
2. Do not lend your keys to another person.
3. Do not keep large amounts of money in your room.
4. Lock your bicycle.
5. Keep your vehicle locked, conceal audio equipment and place packages, luggage and other valuables out of sight.
7. Report suspicious persons and do not let unescorted strangers into the residence halls.
8. Record serial numbers of electronics.

If something is stolen from a student’s room, that student should immediately report the theft to a resident assistant and a campus safety officer. Wofford College is not responsible for the loss, damage or theft of any personal property.

Visitation Policy
Wofford College provides seven residence halls and the Village apartments that form a unique residential community on the campus. Because it is important for students to establish a safe environment that they can call home, Wofford College understands the need for positive social interaction and the introduction of guests into the residence halls.

All students residing in a residence hall and any visitor to campus must abide by the following:

General Visitation Policy
1. Each student may decide what persons are allowed to be in his or her room. A student may refuse entry to the room by any person except his or her roommate(s). College officials are not considered visitors and may not be denied access to a room.
2. Each student must respect his or her roommate’s rights to sleep and study. A student’s guests should never infringe upon these or other basic rights of personal privacy.
3. Students may host overnight guests of the same gender; however, these guests may not stay for more than 48 consecutive hours. All residents must pre-approve overnight guests with their roommate.
4. Parents are encouraged strongly to make off-campus reservations for any overnight visits.

Additional Visitation Policy for Carlisle, DuPré, Lesesne, Shipp, Wightman Residence Halls and the Village
Roommates should discuss visitation hours for their rooms within the first 48 hours of moving into the room. Suite mates (in Carlisle, Lesesne and Wightman residence halls) or roommates (in DuPré and Shipp residence halls) are to decide on an individual basis the hours they will permit visitation in the room/suite. These hours can be altered at any point during the year.

Additional Visitation Policy for Greene and Marsh Residence Halls and First Floor of Carlisle Hall
Visitation hours are 9 a.m.-2 a.m. seven days a week. No opposite-gender guests will be allowed on a hallway between the hours of 2 a.m. and 9 a.m. All guests after midnight must be escorted by a building resident. Failure to abide by the visitation policy will be handled on a case-by-case basis. Students found abusing or in violation of the policy will be referred to the director of residence life and subject to disciplinary action including fines, revocation of visitation privileges or removal from campus housing.

Guests of Residents
Wofford students may entertain overnight guests of the same gender in the residence halls and apartments. Wofford students must take responsibility for damages and/or any other inappropriate behavior of their guests. It is a privilege to entertain guests in the residence halls. Students must inform their guests of all pertinent rules. All guests must be escorted by their hosts. All unescorted guests will be removed from the residence hall. Any student who believes a roommate or hall mate is abusing this privilege should contact the resident director or director of residence life.

Cohabitation is prohibited. Male and female restrooms are available in all buildings. Visitors in residence halls with community restrooms should never enter the restroom if they are of a different gender than the residents of that hall.

Sales and Services
All on-campus sales and solicitations must be operated or sponsored by a chartered student organization and must receive the proper authorization. Sales and solicitations in any area (student rooms, apartments, porches, lounges, offices and other common areas) of the residence halls must be approved in writing by the director of residence life. Sales and solicitations in other public and common areas on campus must be approved by the associate dean of students.

Babysitting and other service activities can present health and safety issues when infants, toddlers and other non-students are in the residence halls. It is potentially dangerous and disruptive. Students cannot conduct such activities in any area of the residence halls as defined above or any other common areas on campus.
Pets, other than fish in tanks of 10 gallons or less, are not allowed in residence halls, therefore, students cannot conduct activities such as pet-sitting in any area of the residence halls.

**Alterations and Modifications**
Residents and/or their parents or guests shall not make any alterations, additions, improvements or changes to any rooms within the residence halls or the apartments. This includes, but is not limited to, putting holes in the walls/ceilings; installing wall shelving; painting the walls, ceiling, furniture or fixtures; wallpapering; putting contact paper in drawers or cabinets; applying stickers to walls, windows or furniture; installing ceiling fans and making lighting alterations. Students should not drill through walls for wiring or other purposes. Floors should not be altered in any way with the exception of area rugs. Alterations can result in substantial fines. Any damage to a room as a result of alterations or modifications will result in a monetary charge and disciplinary action. Command strips are allowed and should not be removed by student at end of year. Cinder blocks are prohibited in residence hall or apartments.

**Furniture**
Students are responsible for the furniture in their rooms provided by Wofford College. This furniture is not to be modified or removed from the rooms. Students will be charged to replace or repair missing and/or damaged college furniture. Furniture placed in the hallways or common areas for removal remains the responsibility of the student, who must ensure that furniture is in the room at the time of checkout. Students may personalize their rooms by adding carpet and other items. Students are responsible for removing all the items they bring, or they will be fined. Students also will be charged for any piece of college furniture that is missing from the room upon checkout, unless approved in advance by the director of residence life.

**Lofts**
Lofting is not allowed in any residence hall or apartment on campus. Residents are allowed to use bed risers no higher than 12 inches high.

**Windows**
Students may not hang any item from their rooms’ windows. This includes clothing, shoes, flags, etc. Students also are prohibited from throwing trash and unwanted belongings from their windows. Violators will be fined $25 per item per day and will face disciplinary actions.

**Walls**
Students should not damage the walls of the residence halls or apartments. Items that should not be used include, but are not limited to, nails, double-sided foam tape or duct tape. 3M Command strips are encouraged to hang posters, pictures, etc. Only products approved by the staff of the physical plant are permitted for use to attach items to surfaces. The use of other products is subject to fines. Absolutely no holes of any type are permitted to be made onto any surface.

**Other**
Students, parents or guests are not allowed to adhere satellite dishes or cable equipment in, around or outside the residence halls.

**Changing Residence Hall Rooms**
A $300 fine will be assessed against any student who changes rooms without the written approval of the director of residence life.

**Room Inspections**
1. The residence life staff conducts health and safety inspections each semester. The inspections are announced by email at least 24 hours in advance.
2. Information about searches of students’ rooms or houses and offices leased to student organizations can be found in Article VII, Section A of the Code of Student Rights and Responsibilities.
3. Wofford College reserves the right to enter rooms without prior notice for the purpose of safety, maintenance or detection of a suspected rule violation or emergency situation.
4. Residence life coordinators and resident assistants may act as agents of the office of the dean of students, making inspections of rooms at pre-announced times in accordance with the Code of Student Rights and Responsibilities. Article VII, Section A3: “Custodial Inspection: At reasonable intervals and on advance notice, any residence hall or fraternity house may be inspected for maintenance, repair, health or safety purposes.”

**Closing Procedures**
Members of the residence life and campus safety staffs secure the residence halls to protect students’ rooms during breaks and holidays. During these breaks, students are not allowed to live in the residence halls. Any student unable to
check out by the closing deadline must receive, no later than 24 hours prior to closing, written permission from the office of residence life to have a late checkout. Students should follow the closing procedures posted by the staff. Members of the residence life staff will check every room when securing the building. Students are responsible for any violations observed in their rooms. For a complete listing of the dates that the residence halls close, please refer to the academic calendar provided on the college’s website.

**Damages**

Members of the Wofford community, including faculty, staff and students, are expected to assist in keeping the campus a safe and pleasant place to live and to study. Each resident student must pay a $250 residence hall damage deposit. The residence hall or apartment damage deposit is held on account in the Business Office while the student resides on campus. Charges will be made against a student’s deposit for fees, fines and financial restitution related to damages in the student’s room, the hallway or other public areas. Throughout the year, damage does occur to college property for various reasons, including natural causes (weather, age) and accidental or malicious actions of individuals. However, Wofford College operates on a self-supporting basis and no provision is made in the institution’s budget for the repair of unnecessary damages to the campus, especially to the residence halls and apartments.

Students found responsible for intentionally damaging college property will be fined at least $100 and be required to reimburse the college for the cost of repairs. Students are responsible for keeping damages to a minimum and reporting to the resident assistant or director of residence life any damages they, their guests or other members of the hall cause. Only then can timely repairs be made and the responsible party or parties be charged. Students must pay all damage fines and restitution fees to bring their residence hall damage deposit balance back to the original level each week. Any unused balance will be refunded to the student upon graduation or withdrawal from Wofford College.

**Hall Sports**

Students are not allowed to play sports in interior hallways. Games played in the hallways of residence halls or apartments (football, golf, basketball, bowling, etc.) are a major source of hall damage. Although these activities may not seem destructive, they are dangerous and costly to students and to Wofford College. Damage as a result of games played indoors will be treated as if it were a result of vandalism. Students found playing sports in the hallway may face disciplinary action. Wofford College reminds students to play outside.

**Community Damage**

When the person(s) responsible for the theft or damage to college property in a common or public area cannot be identified, the cost to replace or repair the damages will be divided equally between the residents of the hallway or in the building. In cases of severe damages, students may be charged with a violation of the Code of Student Rights and Responsibilities. For further information, please read the code.

Each floor is responsible for respective hallways, stairwells and bathrooms. As a general rule, lounges and laundry rooms are the responsibility of all residents. The assistant director of residence life will determine which hall communities to assess for damages based on the building layout.

If students believe that they are being billed unfairly, or if they have information about those responsible for the damage, they have the opportunity to appeal to the director of residence life. Residents must submit copies of their written appeal (email is acceptable) to the director of residence life within 48 hours of a damage billing notice being sent. The appeal should include the following information:

1. Name, CPO, email and phone number of the individual(s) submitting the written appeal.
2. Date and location of the damage/excessive cleaning.
3. A description of the incident including what was damaged/cleaned, how it happened, cost for service or repair, what is being appealed and a suggested course of action.

The director of residence life will review all submitted appeals. Within one week of receiving the appeal, he/she will contact the individual(s) submitting the appeal to inform them if the appeal has been granted. If applicable, the director of residence life will base his/her decision on the information in the appeal in conjunction with the appeals committee. All decisions are final and letters will be sent to all affected individuals.

Individuals submitting an appeal may be called in to discuss the situation with the director of residence life or the appeals committee.

If no information about community damage is submitted within two weeks from the date the damages were reported to the staff, the fine and replacement costs will be assessed to each resident’s account and can no longer be contested or appealed.
Cleaning Provisions

Rooms
Cleaning of individual rooms is the responsibility of the student or students assigned to the rooms. Students who have excessively dirty rooms may be required to clean them to maintain health and safety standards.

Bathrooms
Community bathrooms are located in Marsh, Greene, and Shipp and DuPré halls. Wofford College’s housekeepers regularly clean these bathrooms. Students are reminded that several residents share these facilities, and students should not leave personal items in the shower stalls or around the sinks. The rooms in Carlisle, Lesesne and Wightman halls and the Village apartments are built in suite style, with a bathroom between every two rooms. The students who live in the adjoining rooms and who use the bathrooms are responsible for cleaning and maintaining a safe and healthy environment. Students living in the apartments are responsible for cleaning and maintaining their entire apartment, the porches, the stairways and the grounds around the balcony and apartment building. Toilet paper is provided and may be obtained from the housekeeper in the building.

Halls
Every member of the community shares the halls of each building. Students are prohibited from storing personal items in the hall. Items left in the hall will be documented and removed by the residence life staff. Items that are removed from the halls will not be returned to students.

Check-in/Checkout Procedures
All students must follow check-in and checkout procedures at the beginning and end of each academic term. Students check in with the residence life staff. In addition, students who change rooms at any time during the year should check out of one room and into the new room with the staff members responsible for each building.

Check-in
All students will check in through the Office of Student Affairs. At that time resident students will receive a room key, sign their room condition reports (RCR) and review the housing contract. If students wish to make corrections to the RCRs, they must do so with their resident assistant or resident director within the first week after checking in. RCRs will be kept on file in the Office of Residence Life.

Checkout
Prior to all scheduled closings of residence halls, the office of residence life will communicate specific closing policies and procedures via email. Students must follow the given procedures to check-out of their rooms. During exams, the resident assistants will post information about checkout procedures throughout the halls and through email.

If students have permission to make a room change during the year, they will check out with a member of the residence life staff before moving to the new room. A new RCR must be completed for the room into which the student is moving. After the student has cleaned out his/her room, the staff member will note any damage or missing furniture on the RCR. Any charges for damaged or missing furniture will be deducted from the student’s residence hall damage deposit.

Students who do not follow the appropriate check-out procedures will be fined $100 from their residence hall damage deposit.

Alcohol
The full Beverage Alcohol and Drug Policy is listed in this handbook. Please refer to it as well as this information:
Students who are 21 years or older may consume alcohol in their rooms or the room of another student who is at least 21 years of age. Students who are 21 years old may not take alcoholic beverages into a room in which the residents are not 21 years old. Alcohol may not be possessed or consumed in common areas, such as bathrooms, hallways or lounges. Students who are not yet 21 may not possess or consume alcohol on campus. A student who is 21 and shares a living space with students who are under 21 should store all alcohol in his/her cubicle or closet when he/she is not present. In rooms where both residents are under the age of 21, the room is considered an alcohol-free area. No alcohol or empty alcohol containers are permitted in these rooms. Persons found violating these policies will face disciplinary action.

Marsh Hall, Greene Hall and Carlisle Hall are alcohol-free and tobacco-free residence halls. Residents, parents and visitors are prohibited from possessing or using alcohol in these areas. Students or visitors who are 21 years of age or older forfeit their right to possess or consume alcohol in these buildings. Possession of empty alcohol containers is not permitted on any of these floors. The residents of the room and their guests will be held responsible for the violation of college policy. Persons found violating college policy or state law will face disciplinary action. Beer pong tables are not allowed (and will be confiscated), and the apartment will be charged a $75 fine.
Drugs
The full Beverage Alcohol and Drug Policy is listed in this handbook. Please refer to it as well as this information:

Students are prohibited from possessing, distributing or using illegal substances. Students may not use or possess drug paraphernalia on campus. Students may not use or possess prescription drugs that are prescribed for another individual. All prescription drugs shall be maintained or stored in the original prescription container per South Carolina state law.

Smoking
Wofford College has instituted a smoking policy designed to provide a healthy, smoke-free environment. Smoking or the use of any non-medically necessary vaporizing device is not permitted in any building on campus. People who smoke are asked to do so 50 feet away from any building. The use of any and all tobacco products is prohibited in residence hall rooms and apartments on campus. Students found using tobacco products in a building will be fined $100 per occurrence.

Firearms and Weapons
The possession and/or use of firearms, weapons and other propelling devices, as well as explosives such as fireworks, ammunition or chemicals that are explosive in nature, are prohibited on campus. Unauthorized use, possession or storage of any weapon on campus constitutes a violation of the Code of Student Rights and Responsibilities and college policy. All weapons are strictly prohibited in students’ rooms and elsewhere on campus. Firearms are permitted for official use by the Department of Military Science and the College Rifle Team.

Weapon is defined by the college as any object or substance designed to cause reasonable apprehension of physical harm to any person, inflict a wound, cause injury, incapacitate or damage personal property and includes, but is not limited to, all firearms, guns, Airsoft guns, BB guns, potato guns, paint guns, pellet guns, stun guns, axes, saws, slingshots, nunchakus, knives (with blades three inches or more in length and all switchblades), box cutters, darts and bows and arrows. The official policy of the College is that no weapons, other than those officially used by campus safety, ROTC or the rifle team are permitted on campus, even in cases allowed by S.C. law in the possession of concealed weapons permit holders.

Note: Wofford College reserves the right to confiscate anything it deems hazardous or dangerous.

Fire Safety
Fire alarm systems, fire extinguishers, hoses and their connections, emergency signage and other devices for giving alarms or fighting fires are placed in college buildings for the protection of occupants. Such systems and devices are required by applicable municipal and state laws, and they must be in operating condition at all times.

The unlawful use, destruction or theft of fire alarm and firefighting equipment is a serious offense. Students determined to be responsible for the unlawful use, destruction or theft of this equipment will be fined a minimum of $250 and reassignment, or further disciplinary action. Wofford College may pay a reward for information leading to the adjudication of any person or persons guilty of committing such an offense. Wofford College will prosecute any offenders to the fullest extent. Wofford’s policies do not supersede the jurisdiction of the city, county, state or federal laws; therefore, in addition to being charged with a violation of the Code of Student Rights and Responsibilities, students may face prosecution in the South Carolina criminal courts.

At a minimum, Wofford College will conduct fire drills each semester in all residence halls and during each summer school semester. Campus safety also will conduct fire drills in academic, athletic and administrative buildings throughout the year. Each student is expected to participate in each fire drill. When the alarm sounds, all students must vacate their rooms. Any students found residing in a room during a fire drill will be charged with a violation and fined $50.

No open flames, such as candles, oil lamps or incense, are allowed in residence hall rooms. If observed, members of the residence life, student affairs or campus safety staffs will confiscate these items. Students found in violation of this policy will be fined $20 plus $5 per item, and will be subject to disciplinary actions.

Maintenance
The members of the facilities staff are responsible for all maintenance, repairs and general upkeep of approximately 75 buildings on the 200-acre campus. If there is a need for maintenance in a residence hall room, students are asked not to make repairs themselves. Students may make their request online at fixit.wofford.edu or contact their resident assistant concerning any maintenance problem.

Wofford College reserves the right to enter a student’s room for maintenance purposes. Facilities employees wear designated uniforms. When work has been performed in an individual residence hall room, the facilities staff will
notify the residents of the room either by placing information in a conspicuous location in the room or through electronic communication.

Heating and cooling systems in some residence halls require approximately six to eight hours to switch modes. Every effort is made to anticipate the need to switch modes and make the change as quickly as possible. Students are encouraged to be patient and understand that the change cannot be made instantaneously. It is important that students do their part in helping keep energy costs down. Students are encouraged to make a conscious effort to turn off lights and other electrical equipment.

Housekeeping is provided for all common areas in the residence halls, such as corridors, lounges, lobby areas, laundry rooms and community bathrooms. Students are responsible for maintaining an acceptable level of cleanliness in their rooms, as well as for cleaning up after themselves in public areas.

**Prohibited Appliances**
The following appliances have been deemed a fire hazard and are not allowed in the residence halls: hot plates, Bunsen burners, toasters, toaster ovens, George Foreman Grills, black lights and halogen lamps. Additionally, microwave/toaster combination appliances are not permitted. Any student found in possession of these items will be subject to disciplinary action and fines, and the items will be confiscated. Extension cords and multi-plug outlet adapters are also prohibited items. Students should use quality surge suppressors in place of extension cords.

**Noise Policy and Quiet Hours**
Students are responsible for creating a community that is conducive to living and learning. Noise from stereos, televisions, DVD players and computers should be kept at moderate levels, audible in the room of origin. Students are also responsible for maintaining a courteous noise level while conversing in the hall. Students found guilty of violating the noise policy will face disciplinary sanctions including a $25 fine, administrative room reassignment, loss of sound equipment or removal from college housing.

Quiet hours extend from 10 p.m.-8 a.m. seven days a week. During these hours, any student making noise that is disturbing to other residents will face the disciplinary sanctions listed above. Courtesy hours, as described above, are in effect during all other times. During exam week, 24-hour quiet hours are in effect.

**Pets**
The only pets that are allowed in the residence halls are common aquarium fish in tanks smaller than 10 gallons. All other pets or animals are prohibited for health and humane purposes. The college will, however, consider requests for emotional support animals as a reasonable accommodation necessary because of a disability and in compliance with the Americans with Disabilities Act (ADA) and Fair housing Act (FHA). Individuals with service animals are not required to register with the Office of Accessibility Services, but the student must notify the Office of Residence Life of the service animal’s presence prior to moving into campus housing. No assistance animal (approval emotional support animal or service animal) may be kept in campus housing at any time prior to the individual taking the steps outlined in the policy. Visiting pets are not permitted. Any animals used for class work should remain in the academic buildings in the labs specially designed to contain them safely. Students found in violation will be fined $250 and be subject to disciplinary action. Students will be given 24 hours to remove the animal from campus or face further disciplinary action.

**Village Policy and Housing Contract**
August 2018

Preamble: Living in Wofford’s Village apartments is considered a privilege, not a right. The highest standards of conduct, cleanliness and decorum are expected. Persons failing to meet these expectations will lose the privilege of residing in these houses.

All Wofford College policies apply to all residents in the Village apartments. A complete copy of the policies is available online. All resident students must sign a Wofford College Housing Contract to live in college housing. Students who choose to live in the Village apartments must agree to live by the additional policies listed in this contract, and they must sign this second contract which will be kept in the Division of Campus Life and Student Development. Any student who does not want to live by these policies will be reassigned to housing in a residence hall or may move off campus.

**Property Liability:** Wofford College recommends that students and/or their parents cover belongings with the appropriate insurance. Wofford cannot take responsibility for lost, stolen or damaged property.
Prohibition on Alterations: Residents and/or their parents or guests shall not make any alterations, additions, improvements or changes to the apartments. This includes, but is not limited to putting holes in the walls/ceilings, installing wall shelving, painting the walls, ceiling, furniture or fixtures; wallpapering; putting contact paper in drawers or cabinets, applying stickers to walls, windows, or furniture, installing ceiling fans, making lighting alterations, inserting window air conditioning units, or heaters with exposed heating elements. In order to hang appropriate decorations on walls students should use 3M Command Strips.

Students should not drill through walls for wiring or other purposes. Floors should not be altered in any way with the exception of area rugs. Alterations can result in substantial fines.

The following items are prohibited: halogen lamps, additional beds, live trees (i.e., Christmas trees), candles, other open flames, dart boards (including magnetic dart boards), and hammocks. Each resident is allowed a small refrigerator in their bedroom that may be used in addition to the large refrigerator provided.

Residents will be held responsible for all furniture in the apartment and will be charged if it is not present at the end of the academic term or when the student vacates the apartment.

No outside or inside construction is permitted without written permission from either the director of residence life or the director of the physical plant.

Rules and Regulations
- The apartments will be inspected for cleanliness during health and safety inspections each term and before the following breaks: Thanksgiving, Winter and Spring Breaks and once during Interim. Inspections are announced in advance. Failing an inspection will result in fines and a 48-hour period to correct problems before re-inspection.
- Residents of the apartments are required to keep the apartments, porches and stairwells clean and provide their own cleaning materials. Residents may obtain toilet paper from Village laundry facilities.
- All residents are required to remove trash and recyclable materials and deposit them in the appropriate containers located behind the houses in designated locations. Students must ensure that trash can lids are securely fastened after depositing bags into the receptacles. Bags of trash are not allowed to remain on the porches or in the stairwells. Failure to dispose of trash promptly and in secure bags will result in disciplinary action. Throwing trash is strictly prohibited. When moving out of the apartments at the end of the academic year, trash and unwanted items that do not fit in a single can must be taken to the nearest dumpster.
- Residents of the apartments are responsible for all guests and persons found in their apartments.
- Residents of the apartments may not tamper with the ID card-key system or the door locks. Exterior doors of apartments should NOT by propped at any time and locking mechanisms should NOT be disabled. Residents of the buildings will be fined $50 when a door is found to have been tampered.
- Lights are provided on Village porches for convenience and safety purposes. Residents may not remove bulbs or otherwise obstruct lights placed by the college.
- Sidewalks and fire lanes are OFF LIMITS to all vehicular traffic and may not be used for parking, loading/unloading, etc. Fire lanes will be opened for loading/unloading only during special circumstances which will be communicated to students in advance; non-fire lane sidewalks are always off limits to parking.
- Residents are not allowed to have overnight guests for an extended period, in accordance with the visitation guidelines outlined in Residence Life Policies
- Residents must respond cooperatively to campus safety officers and residence life staff members at all times.
- Throwing or dropping any objects whatsoever off the porch or from the windows of the apartment is not allowed. Residents will face disciplinary action and/or possible eviction for such incidents.
- Residents are responsible for keeping porch areas and stairwells attractive, healthful and pest free.
- Porches should be swept regularly and are not to be used as storage areas for personal items (clothes, shoes, camping gear, etc.).
- Porch-style furniture is allowed, but upholstered furniture is not. All college-issued furniture must stay indoors.
- Many houses have utility closets for use by college staff. These closets are not to be opened or used by any students.
- While stairways are cleaned by the housekeeping staff once a week, trash and rubbish deposited anywhere other than the available receptacles will result in fines for the entire building. Residents are strongly encouraged to assist the college by keeping the stairwells clean. Stairwells that are carpeted may be vacuumed by residents in the building. Residents may decorate the stairwells tastefully.
- Fire regulations prohibit bicycles, scooters, motorcycles and other conveyances from being chained to or parked on stairwells, porches and handicap ramps. Residents are reminded to use the bike racks placed around the Village.
- Cooking out on porches is not allowed. Both indoor and outdoor grills are prohibited in or around college buildings. Community grills (charcoal use only) will be located at different locations around tAhe Village. Residents must supply their own grilling supplies for use with the community grills. Grills found by college staff will be confiscated.
• No flags, laundry, clothing or other items can be hung from the windows, the porches or the roofs.
• No pets are allowed in the apartments except for small aquarium fish in tanks smaller than 10 gallons. Residents found with pets will pay the fine outlined in Residence Life Policies and will be responsible for associated cleaning and treating costs. Pets are not allowed to visit in the apartments. Students wishing to request an accommodation of an Emotional Support Animal should follow the procedures outlined in the Guide to Accessibility Services.
• Students are expected not to feed stray animals on campus or lay out food for animals in any location on campus. This includes feeders of any kind.
• Homemade bunk beds and lofts are not permitted in the apartments.
• Roofs and ledges of all buildings are off limits. Fines of $100 per person may be imposed on violators among other sanctions deemed appropriate by the residence life staff.
• Hitting golf balls (including plastic golf balls) is not allowed.
• In accordance with college policy, smoking and or vaping is not allowed within 50 feet of the entrance of any Village buildings. Smoking is NOT allowed inside apartments, in stairwells, or on porches. If cigarette butts are found on a porch or in the grass around an apartment, the residents of the apartment in the nearest building will be held accountable. The sanctions for the first offense for cigarette butts is a $50 fine, the second offense is a $100 fine and community restitution hours, and the third offense will be removal from the apartments.
• In accordance with college policy, vaping is not allowed in any Village buildings.
• Students should not disable smoke detectors or tamper with fire equipment in any way. Tampering with fire equipment may cause the fire alarm system to initiate and dispatch the local fire department. Students who cause a fire alarm due to tampering with fire equipment will be fined for the full cost of the dispatch and may face reassignment.
• Residents must comply with the Wofford College Beverage Alcohol and Drug Policy.
• All parties must be registered with the Office of Residence Life by submitting the party registration form by noon on Thursdays for weekend parties and 24 hours in advance for weekday parties. This form may be obtained from the Office of Residence Life or online. In addition, campus safety and residence life officials reserve the right to shut down a party at any time. A party is defined as more than 16 people, including residents of the house, being present within the house at one time. The maximum number of people allowed in an apartment for a registered party is 35. The maximum number of people allowed on a porch during a registered party is 20, unless otherwise posted. If at any time a resident has guests over for a spontaneous gathering and the number exceeds 16, the resident MUST contact the resident assistant on duty IMMEDIATELY. The resident assistant on duty then will, in turn, alert campus safety and the resident director on call.

These policies apply to the exterior and interiors of the apartments unless otherwise stated. Therefore, failure of residents to observe and abide by these policies will result in disciplinary action and/or possible eviction. Members of the Wofford College staff will monitor the outdoor Village areas, the stairwells and the porches on a regular basis. Any violations of college policies will be documented.
1. The first violation will result in the residents being given a formal warning.
2. A second violation will result in the resident being fined and serving community restitution hours determined by the assistant director of residence life.
3. A third violation will result in students being reassigned to other residence halls or being evicted from college housing.

Students wishing to appeal sanctions for Village policy violations should contact the director of residence life within 48 hours of the notice of sanctions.

In addition to these set policies, students are expected to abide by the Student Code of Rights and Responsibilities and all college policies. At any time, these policies may be changed or updated by the Office of Residence Life or the dean of students. Apartment residents will be notified via email within 24 hours of changes or updates to these policies.

**Responding to Faculty and Staff Members**

Students are expected to respond to all communications from members of the faculty or staff of Wofford College. Both email and the Campus Post Office are channels for official communications. The preferred method of communication is email, and each student is required to have and check a valid Wofford College email account.

In addition, all students are required to have Campus Post Office boxes where they may receive other notices and requests from college personnel. Students are expected to check their mail and email daily and to respond to faculty and staff during the next class day after they receive a request. Failure to comply may be grounds for academic or disciplinary sanction.
Sexual and Gender-Based Misconduct Policy

Wofford College believes that all members of the college community and visitors have the right to be free from all forms of Sexual and Gender-based Misconduct. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Wofford College complies with Title VII of the Civil Rights Act of 1964, which prohibits employers from discriminating against employees on the basis of sex, race, color, national origin, and religion. Further, as a recipient of federal funds, Wofford College complies with Title IX of the Education Amendments of 1972 (20 U.S.C. §1681, et seq. and its implementing regulations, 34 C.F.R., Part 106) which prohibits discrimination on the basis of sex in federally assisted education programs and activities.

The college prohibits Sexual and Gender-based Misconduct. The college strongly encourages prompt reporting of all types of prohibited conduct and is committed to fostering a community that promotes timely and fair resolution of sexual and gender-based misconduct cases. To that end, the college has defined sexual and gender-based misconduct broadly, and the college will properly address all allegations of sexual and gender-based misconduct.

The Sexual and Gender-Based Misconduct Policy applies to any allegation of prohibited conduct made by or against a student or an employee of the college or a third party, regardless of the sex, sexual orientation, sexual identity, gender, or gender identity of any party and wherever the alleged prohibited conduct occurred, if the conduct giving rise to the Complaint is related to or impacts the college’s academic, educational, athletic, or extracurricular programs or activities. There is no geographical limitation to invoking this Policy.

To review Wofford’s Sexual and Gender-Based Misconduct Policy, including reporting information, definitions, resolution options, and resources, please visit www.wofford.edu/titleix.

Important Information for Individuals Who May Be Victims of Sexual Assault:
If you or someone you know may have been a victim of sexual assault or any other type of sexual or gender-based misconduct, you are strongly encouraged to seek immediate assistance. Assistance can be obtained 24 hours a day, seven days a week from Wofford College Department of Campus Safety (864-597-4911) or from a student affairs staff member on call. Campus safety can contact the staff member on call.

During business hours (8:30 a.m.-5 p.m. Monday through Friday), you also are strongly encouraged to contact one of the following individuals:

**Title IX Coordinator: Amanda Estabrook**
Title IX and ADA Coordinator
Campus Life Building, Second Floor
Telephone: 864-597-4047 Email: estabrookar@wofford.edu

**Title IX Deputy Coordinator: Matthew Hammett**
Assistant Dean of Students for Student Involvement
Campus Life Building, Second Floor
Telephone: 864-597-4048
Email: hammettmk@wofford.edu

**Title IX Deputy Coordinator: Amy Lancaster**
Dean of International Programs
Michael S. Brown Village Center, First Floor
Telephone: 864-597-4430
Email: lancastersae@wofford.edu

For additional information about seeking medical assistance and emotional support as well as important contact information for local law enforcement agencies, hospitals and other resources, see Exhibit A and Exhibit B.
ARTICLE I. INTRODUCTION

Section 1.01 Notice of Nondiscrimination

Wofford College does not discriminate on the basis of race, color, creed, religion, sex, age, national origin, disability, veteran status, sexual orientation or any legally protected class. (Wofford Board of Trustees, adopted October 2012).

Wofford College believes that all members of the college community and visitors have the right to be free from all forms of sexual and gender-based misconduct. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The college will not tolerate sexual or gender-based misconduct. Wofford College complies with Title VII of the Civil Rights Act of 1964, which prohibits employers from discriminating against employees on the basis of sex, race, color, national origin and religion. Further, as a recipient of federal funds, Wofford College complies with Title IX of the Education Amendments of 1972 (20 U.S.C. §1681, et seq. and its implementing regulations, 34 C.F.R., Part 106) which prohibits discrimination on the basis of sex in federally assisted education programs and activities: “No person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial aid...” In addition, the Supreme Court, Congress, and federal executive department and agencies, including the Department of Education, have recognized that sexual harassment can constitute discrimination which is prohibited by Title IX.

The following individuals have been designated to handle inquiries regarding Wofford College’s nondiscrimination policies.

- Inquiries concerning nondiscrimination related to sex or gender may be referred to **Wofford College’s Title IX coordinator**, Amanda Estabrook. Estabrook’s office is located on the second floor of the Campus Life Building, 429 N. Church St., Spartanburg, SC 29303. Estabrook may be contacted by phone at 864-597-4047 or by email at estabrookar@wofford.edu.
- Inquiries concerning nondiscrimination related to a student’s disability may be referred to **Wofford College’s director of accessibility services**, Perry Henson. Henson’s office is located on the second floor of the Hugh R. Black Wellness Center, 429 N. Church St., Spartanburg, SC 29303. Henson may be contacted by phone at 864-597-4373 or by email at hensonpv@wofford.edu.
- Inquiries concerning nondiscrimination related to an employee’s disability may be referred to **Wofford College’s director of human resources**, Chee Lee. Lee’s office is located on the first floor of the Snyder House, 429 N. Church St., Spartanburg, SC 29303. Lee may be contacted by phone at 864-597-4230 or by email at lecj@wofford.edu.
- All other inquiries concerning nondiscrimination not addressed in this policy may be referred to **Wofford College’s Bias Incident Response Team coordinator**.

Concerns regarding discrimination may also be reported using the Bias Incident Report Form: [https://connect.wofford.edu/mywofford/campusLife/biasIncident.aspx](https://connect.wofford.edu/mywofford/campusLife/biasIncident.aspx).

Individuals have the right to file a formal complaint or make any other inquiry concerning the application of Title IX also may be referred to the United States Department of Education’s Office of Civil Rights (OCR) at the following:

**Office for Civil Rights**
U.S. Department of Health and Human Services 400 Maryland Avenue, S.W. Washington, DC 20202-1475
202-453-6020
Fax: 202-453-6021
ocr.dc@ed.gov

Section 1.02 Background and Community Expectations

Sexual and gender-based misconduct are forms of discrimination and are prohibited under this policy. This policy has been developed to reaffirm these principles, define community expectations and outline Wofford College’s response to reports of sexual and gender-based misconduct and related conduct prohibited under this policy (referred to collectively as “prohibited conduct”).

Wofford College strongly urges all members of the campus community to play a role in discouraging, responding to and preventing sexual and gender-based misconduct prohibited by this policy. The college encourages the community to speak up when an incident occurs and to report prohibited conduct. Further, any individual who feels that they have been subjected to prohibited conduct under this policy is encouraged to seek assistance and resolution. This policy provides a variety of ways in which an individual may proceed in cases of sexual or gender-based misconduct so that each individual may choose an avenue for reporting appropriate to their particular situation, whether that be internally through Wofford College’s facilitated or formal resolution or externally through law enforcement or criminal or civil processes.

---

6 Throughout the Sexual and Gender-Based Misconduct Policy, “they,” “them,” and “their” are used as gender-inclusive pronouns.
The college is committed to providing programs, activities and an educational and work environment free from sex and gender-based discrimination and to fostering a community that promotes prompt reporting of all prohibited conduct and timely and fair resolution of complaints of prohibited conduct. In furtherance of these commitments, this policy sets forth available resources (Exhibit A), describes and defines prohibited conduct (Article II and Exhibit C, respectively) and establishes procedures for responding to complaints of prohibited conduct (Articles III-VIII).

The college will make this policy and information about recognizing and preventing sexual and gender-based misconduct readily available to all members of the college community.

The college is committed to eliminating sexual and gender-based misconduct, preventing its recurrence and addressing its effects.

Section 1.03 Applicability of This Policy
This policy applies to any allegation of prohibited conduct made by or against a student or an employee of the college or a third party, regardless of the sex, sexual orientation, sexual identity, gender or gender identity of any party and wherever the alleged prohibited conduct occurred, if the conduct giving rise to the complaint is related to or impacts the college’s academic, educational, athletic or extracurricular programs or activities. There is no geographical limitation to invoking this policy.

Students and employees participating in Wofford Interim, study abroad and internship programs are subject to this policy. When prohibited conduct is alleged by or against a college employee or student in a college-affiliated internship or educational program of another entity, the college may, in its sole discretion, conduct its own investigation pursuant to this policy, conduct a joint investigation with the affiliated entity or utilize the investigation of the other entity as a basis for further investigation.

In the case of allegations of prohibited conduct under this policy, unless otherwise stated, this policy supersedes and applies in lieu of all other procedures and policies set forth in other college documents.

Section 1.04 Period of Limitations
A complaint of sexual or gender-based misconduct may be filed at any time, regardless of the length of time between the alleged conduct and the decision to file the complaint. However, the college strongly encourages individuals to file complaints promptly in order to preserve evidence for a potential legal or disciplinary proceeding. A delay in filing a complaint may compromise the subsequent investigation, particularly if neither the complainant nor the respondent is employed by the college or enrolled as a student at the time.

Complaints of prohibited conduct reported to have occurred prior to the implementation of this policy will be adjudicated pursuant to this policy and utilizing the prohibited conduct definitions in place when the alleged conduct occurred.

The Title IX coordinator has the discretion to re-open a case at any time should germane new evidence become available that the Title IX coordinator determines would significantly impact the outcome of the case.

Section 1.05 Definitions Applicable to This Policy
Certain important terms used in this policy have their meanings described in Exhibit C or Exhibit D.

ARTICLE II. STATEMENTS OF POLICY

Section 2.01 Prohibition on Sexual and Gender-Based Misconduct
The college prohibits sexual and gender-based misconduct. The college strongly encourages prompt reporting of all types of prohibited conduct and is committed to fostering a community that promotes timely and fair resolution of sexual and gender-based misconduct cases. To that end, the college has defined sexual and gender-based misconduct broadly, and the college will properly address all allegations of sexual and gender-based misconduct. Wofford College is committed to fostering a campus environment that promotes prompt and effective resolution of sexual and gender-based misconduct cases. The college’s procedures are designed to protect the rights, needs and privacy of the person reporting prohibited conduct (“complainant”), the rights of those accused of engaging in prohibited conduct (“respondent”) and of the campus community as a whole.

However, not all unwelcome sexual or gender-based conduct rises to the level of warranting adjudication and/or discipline pursuant to this policy. Although the college will properly address all allegations of sexual and gender-based misconduct, this policy uses the term “material sexual misconduct,” as defined in Exhibit D, to identify those acts of sexual and gender-based misconduct that do warrant adjudication under, and discipline pursuant to, this policy.

Section 2.02 Prohibition on Retaliation
Retaliation against any person for filing, supporting or providing information in good faith in connection with a complaint of prohibited conduct is strictly prohibited. Violations of this prohibition will be addressed through this policy and/or other college
Confidential resources will assist both parties in receiving necessary protection and support, including referrals to external resources, such as academic support or accommodations, disability, health or mental health services and changes to living, working or course schedules. A complainant who first requests confidentiality may later decide to file a complaint with the college or report the incident to local law enforcement and thus have the incident fully investigated.
Confidential resources are not “responsible employees,” and therefore are not required to (and will not, absent direction from the disclosing individual, to do so) report incidents of alleged sexual or gender-based misconduct to the Title IX coordinator. For purposes of clarity, understand that all other college employees who are not confidential resources are “responsible employees.” Communications made to “responsible employees” are not entitled to the same confidentiality protections as those made to confidential resources. Note that people who serve more than one role at the college (e.g. chaplain and faculty member) will be a confidential resource when serving in the role designated as confidential (e.g. chaplain) but will be a “responsible employee” when serving in a role designated as a “responsible employee” role (e.g. faculty member). Confidential resources may report non-identifying statistical information to the college.

- **The Title IX coordinator and “responsible employees.”** When a complainant tells a “responsible employee” about an incident of sexual or gender-based misconduct, the complainant has the right to expect the college to take appropriate steps to investigate what happened and to resolve the matter promptly and equitably. A disclosure to the Title IX coordinator or a “responsible employee” constitutes a report to the college and obligates the college to investigate the incident and take appropriate steps to address the allegations, which may include disclosures as contemplated by Section 3.02(A). See the definition of “responsible employee” in Exhibit D.

A “responsible employee” must share all relevant details about reported sexual and gender-based misconduct shared by the complainant or a third party to the Title IX coordinator or a Title IX deputy coordinator – including the names of the complainant and the alleged perpetrator(s), any witnesses and any other relevant facts, including the date, time and specific location of the alleged incident.

**Section 3.02 Confidentiality in the Investigation and Resolution Processes**

- **Sharing of information (applicable to all complaints).** The college will respect and will make every feasible effort to avoid the inappropriate disclosure of the information shared by and the identities of the parties involved in sexual and gender-based misconduct matters.

Information regarding reported sexual or gender-based misconduct generally will be disclosed by college personnel during the investigation and resolution processes only as follows:

- College personnel will (and are obligated to) handle information regarding reported sexual and gender-based misconduct in accordance with applicable local, state and federal laws. For example:
  - Under conditions of potential imminent harm to the community, the college may be required by federal law to inform the community of the occurrence of the alleged incident(s) of sexual or gender-based misconduct. Any such warning would not include information that identifies the complainant.
  - Information regarding the alleged sexual or gender-based misconduct may be used as a statistical, anonymous report for data collection purposes under the Clery Act.
  - The college may be required by state law to inform the South Carolina State Law Enforcement Division of the occurrence of the reported incident(s) of sexual assault.
  - College personnel may share reports of sexual or gender-based misconduct to local law enforcement if warranted by the nature of the allegations at issue (e.g. incidents involving minors).
  - College administrators will share information regarding reported sexual and gender-based misconduct, as appropriate and necessary, in order to address and resolve the allegation(s) at issue, prevent the recurrence of similar misconduct and address the effects of the misconduct.

- **Requests for confidentiality.** If information regarding alleged prohibited conduct is shared with the Title IX coordinator and/or a “responsible employee,” but the complainant desires that (1) the information not be shared with other “responsible employees,” with the respondent or with others, even as appropriate and necessary to address the allegation; (2) that the college not investigate the information; or (3) that no disciplinary action be taken, the complainant must request that the college treat such information as confidential. This request must be made to the assigned Title IX deputy coordinator (or, if such determination has not yet been made, to the Title IX coordinator).

- **Evaluation of the request.** The college takes requests for confidentiality seriously; however, granting such requests may limit the college’s ability to investigate and take reasonable action in response to a complaint. The Title IX coordinator will evaluate the request for confidentiality in the context of the college’s commitment to provide a reasonably safe and non-discriminatory environment and will determine whether such request will be granted. In order to make such a determination, the assigned Title IX deputy coordinator (or, if such determination has not yet been made, the Title IX coordinator) may conduct a preliminary investigation into the reported prohibited conduct and may weigh requests for confidentiality against the following factors, among others:
  - The seriousness of the reported prohibited conduct (including, but not limited to, whether sexual or gender-based misconduct was perpetrated with a weapon).
o The increased risk that the alleged perpetrator will commit additional acts of prohibited conduct, such as (A) whether there have been other reports or complaints against the reported perpetrator, (B) whether the reported perpetrator has a history of arrests or records from a prior school indicating a history of sexual or gender-based misconduct or a history of violence, (C) whether the reported perpetrator threatened further sexual or gender-based misconduct or threatened violence against the victim or others, or (D) whether the sexual or gender-based misconduct was committed by multiple perpetrators.

o Whether the information reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group or person.

o The respondent’s right to receive information about the allegations if the information is maintained by the college as an education record.

o Whether the victim is a minor.

o Whether the college possesses other means to obtain relevant evidence of the sexual or gender-based misconduct (e.g., security cameras or security personnel, physical evidence).

The presence of one or more of these factors may lead the college to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the college likely will honor the request for confidentiality.

**Determination as to whether request can be granted.** The assigned Title IX deputy coordinator (or, if such determination has not yet been made, the Title IX coordinator) will inform the person requesting confidentiality whether the college intends to honor the request or whether the college intends to pursue investigation and/or resolution despite the request.

**If the college determines that it cannot maintain confidentiality,** it will inform the complainant prior to starting an investigation and will, to the extent possible, only share information with people responsible for addressing the allegations. The college will also take ongoing steps to protect the complainant from retaliation or harm and work with the complainant to create a safety plan, if warranted, and assist the complainant in accessing other services and interim safety measures (see Section 6.02(A)).

**If the college honors the request for confidentiality,** the college’s ability to investigate and take reasonable action in response to an allegation of sexual or gender-based misconduct may be limited. A respondent is entitled to know the name of the complainant and information regarding the nature of the allegations in order to defend against the allegations; thus, the college may not be able both to adjudicate the complaint and to maintain confidentiality during that process.

Even when the college determines to abide by a request for confidentiality (and even if such request limits the college’s ability to take disciplinary action against the respondent):

o To the extent practicable and appropriate, the college will take prompt action to limit the effects of the reported sexual or gender-based misconduct and to prevent its recurrence. For instance, the college may take appropriate interim measures to ensure an individual’s safety even in the absence of a college proceeding. The college also may consider broader remedial action (such as increased monitoring, supervision or security at locations where reported conduct occurred, increased education and prevention efforts, including to targeted population groups, and climate assessments).

o Information regarding the reported sexual or gender-based misconduct may be included in college records, as necessary and appropriate.

o College personnel will (and are obligated to) handle information regarding reported sexual and gender-based misconduct in accordance with applicable local, state and federal laws and may take the steps outlined in Section 3.02(A)(i).

o Note that the college cannot control disclosure by third parties.

**ARTICLE IV. HOW AND WHERE TO REPORT SEXUAL AND GENDER-BASED MISCONDUCT**

For information about seeking medical assistance and emotional support as well as important contact information for local law enforcement agencies, hospitals and other resources, see Exhibit A attached to this policy.

Because sexual and gender-based misconduct may in some instances constitute both a violation of college policy and criminal activity, and because the college processes are not a substitute for instituting legal action, the college encourages individuals to report sexual and gender-based misconduct promptly to college officials and to law enforcement authorities, where appropriate.

Individuals who have experienced sexual and gender-based misconduct have the option not to report it to campus officials or to law enforcement authorities. The college respects the individual’s decision in regard to reporting; however, subject to the confidentiality provisions outlined in Article III of this policy, if information about sexual or gender-based misconduct comes to the attention of the college, the college (1) may start an investigation even in the absence of a filed complaint and/or (2) may notify appropriate law enforcement authorities if required or warranted by the nature of the information of which it becomes aware.
Section 4.01 Reporting to Local Law Enforcement

Individuals may file a complaint directly with local law enforcement agencies by dialing 911.

Individuals may contact any of the following for assistance in filing a complaint with local law enforcement:

- Wofford College Department of Campus Safety, 24 hours a day, seven days a week (available by phone at 864-597-4911 and located in Campus Life Building).
- The college’s Title IX coordinator, Amanda Estabrook (Title IX and ADA coordinator), (available by phone from 8:30 a.m. to 5 p.m. Monday through Friday at 864-597-4047 or by email at estabrookar@wofford.edu and located in the Campus Life Building).

Individuals may inform law enforcement authorities about sexual or gender-based misconduct and discuss the matter with a law enforcement officer without requesting an investigation under this policy. Individuals who make a criminal complaint also may choose to pursue a college complaint simultaneously.

Section 4.02 Reporting to the College

If an individual wishes for information regarding prohibited conduct to be investigated and addressed pursuant to this policy, they must disclose such information to the Title IX coordinator or to a “responsible employee.” See the definition of “responsible employee” in Exhibit D. These individuals are REQUIRED to report allegations of sexual and gender-based misconduct to the Title IX coordinator (or, if the Title IX coordinator is implicated in the allegations, to a Title IX deputy coordinator). Individuals who are not “responsible employees” are not subject to the same requirement (and in some instances, such as is generally the case with confidential resources, are prohibited from reporting alleged sexual and gender-based misconduct to others absent an express directive from the alleged victim to do so).

Individuals may report information regarding prohibited conduct on their own behalf (i.e., as complainants) or on behalf of the complainant (i.e., as third-party reporters).

If the Title IX coordinator is the respondent or is otherwise at issue in a complaint, or if an individual is otherwise uncomfortable making a complaint to the Title IX coordinator, they may report prohibited conduct to a Title IX deputy coordinator or any other “responsible employee.”

No member of the college community may discourage an individual from reporting prohibited conduct. With the exception of certain research-based disclosures described in the following paragraph, a “responsible employee” with any knowledge (including firsthand observation) about a known or suspected incident of sexual or gender-based misconduct must report the incident to the Title IX coordinator (or, if the Title IX coordinator is implicated in the allegations, a Title IX deputy coordinator). No employee is authorized to investigate or resolve complaints without the approval and involvement of the Title IX coordinator or an assigned Title IX deputy coordinator.

Disclosures of incidents of sexual or gender-based misconduct made by an individual during such individual’s participation as a subject in an institutional review board–approved human subjects research protocol (an “approved research protocol”) will not be considered notice to the college of sexual or gender-based misconduct for purposes of triggering its obligation to investigate the incident at issue. (More specifically, a “responsible employee” whose knowledge of a known or suspected incident of sexual or gender-based misconduct is gained as a result of conducting an approved research protocol is not required to report the incident to the Title IX coordinator.) Institutional review boards may, in appropriate cases, require researchers to provide information to all subjects of a study about the subjects’ Title IX rights and about available college and community resources and support services with regard to sexual or gender-based misconduct.

Individuals also may file anonymous reports by visiting www.wofford.edu/titleix. Individuals who choose to file anonymous reports are advised that it may be very difficult for the college to follow up or take action on anonymous reports when corroborating information is limited. Anonymous reports may be used for Clery Act data collection purposes.

Section 4.03 Reporting to Campus Safety

Department of Campus Safety staff members are “responsible employees” for the purpose of Title IX. A report to campus safety constitutes a report to the college. When campus safety receives a report related to prohibited conduct under this policy, an officer may conduct an investigation to determine whether there is an ongoing or imminent threat to the campus community or for law enforcement purposes. Any information that campus safety receives related to a report of prohibited conduct will be shared with the Title IX coordinator. Information provided to the Title IX coordinator by campus safety will be used at the discretion of the Title IX coordinator, assigned Title IX deputy coordinator and other college administrators to assist in the resolution of a complaint under this policy.
**ARTICLE V. POLICIES APPLICABLE TO ALL COMPLAINTS OF PROHIBITED CONDUCT**

### Section 5.01 Oversight
The assigned Title IX deputy coordinator will be responsible for overseeing the prompt, fair, thorough and impartial investigation and resolution of complaints filed with or disclosed to the college. The Title IX coordinator also may serve the function of the assigned Title IX deputy coordinator in the resolution of a complaint. When that is the case, the vice president for student affairs or the director of human resources or their designee will serve the appeal function set forth in Section 6.04 or Section 7.02.

### Section 5.02 Conflicts
If any employee designated by this policy to participate in the investigation or resolution of a complaint is the respondent, then the Title IX coordinator will appoint another college administrator or a third party to perform such person’s duties under this policy. (If the Title IX coordinator is the respondent, then the president of the college will appoint another college employee or a third party to perform their duties under this policy.)

<table>
<thead>
<tr>
<th><strong>Reporting to the College: What happens when someone reports?</strong></th>
<th><strong>If someone reports directly to the Title IX coordinator:</strong> The Title IX coordinator will initiate the processes listed in this policy (unless the person requests confidentiality pursuant to Section 3.02(B), in which case the information will be held in confidence unless the Title IX coordinator determines that, due to the college’s commitment to provide a reasonably safe and non-discriminatory environment, the request cannot be granted).</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>If someone reports to a “responsible employee” (including a Title IX deputy coordinator):</strong> (See the definition of “responsible employee” in Exhibit D)</td>
<td>The “responsible employee” will forward the information to the Title IX coordinator, who will initiate the investigation and resolution process (unless the person requests confidentiality pursuant to Section 3.02(B) in which case the information will be held in confidence unless the Title IX coordinator determines that, due to the college’s commitment to provide a reasonably safe and non-discriminatory environment, the request cannot be granted).</td>
</tr>
</tbody>
</table>
| **If someone confides in a counselor, registered nurse, nurse practitioner or the chaplain:** | The information provided will remain confidential and will not* be reported to the Title IX coordinator (or anyone else) for investigation and resolution. (refer to Section 3.01(A))  

*Remember that in unusual circumstances, information someone shares with the counselors, registered nurses, nurse practitioners or the chaplain (such as situations involving imminent harm to the community or situations involving abuse of a minor) may be disclosed without that person’s consent. |
| **If a person reports to someone else (i.e. someone other than the Title IX coordinator, a “responsible employee,” a counselor, registered nurse, nurse practitioner or the chaplain):** | The individual may or may not report details regarding the information provided to the Title IX coordinator. This is because the individual to whom the information is reported is not obligated to report allegations of sexual or gender-based misconduct to the Title IX coordinator (and conversely, is not obligated to maintain information you shared in confidence).  

For this reason, if a reporting party would like the information to be addressed by Wofford College, they should direct it to a Title IX coordinator or a “responsible employee.” Conversely, if the reporting party would like the information they share to be maintained in strict confidence, they should share it with a counselor, registered nurse, nurse practitioner or the college chaplain.
Section 5.03 Support Persons
Both the complainant and the respondent may have one support person present to support and assist them throughout the complaint process (including, but not limited to, during related meetings and investigative interviews (for purposes of this section, “meetings”). The complainant and the respondent are not limited in their choice of support person. However, a person may not serve as both a support person and a witness in a proceeding. Support persons may be friends, family members, victim advocates, lawyers or others. The complainant and the respondent may consult with their respective support persons during meetings, provided that such consultation is not disruptive. Support persons may not, however, have a speaking role during any meeting. In addition, the support person’s attendance may be disallowed if such support person’s presence would be obstructive or would otherwise warrant his or her removal. Absent accommodation for disability, the complainant and the respondent may not be accompanied by more than one support person or by other individuals during meetings.

For the avoidance of doubt, the college may seek advice from the college’s counsel at any time (including during any proceeding).

Section 5.04 Timing
The college will make every reasonable effort to ensure that the investigation and resolution of a complaint occurs in as timely and efficient a manner as possible. The timelines set forth in this policy are intended as guidelines and may be altered for good cause. The college will strive to complete its investigation and resolution of a complaint (not including an appeal, if applicable) within 60 calendar days of the receipt of the complaint, absent extenuating circumstances. If circumstances, such as complexity of the case, non-availability of parties or witnesses, college breaks or other circumstances require the college’s investigation and resolution to extend past 60 calendar days, the college will notify the parties of that fact.

Any party may request an extension of any deadline by providing the Title IX coordinator with a written request for an extension that includes reference to the duration of the proposed extension and the basis for the request. The Title IX coordinator may modify any deadlines contained in this policy as necessary and for good cause; in such case, the Title IX coordinator will provide the complainant and the respondent with written notice of the modification and the reason therefore.

Section 5.05 Documentation and Recording
The college will retain documentation (including, but not limited to, the written complaint, notifications, the investigative report, written findings of fact, petitions for appeal, notifications of decisions – including the outcome letter and sanction letter – and any written communication between the parties) for at least seven (7) years. Documentation pertaining to expulsions or degree revocations will be retained indefinitely or in accordance with college policy.

The college may record any interviews, meetings or proceedings related to this policy. Any recordings will be the property of the college, and copies of any recordings will not be available except as required or authorized by law. Any technological problems that result in no recording or an inaudible one will not affect the validity of the outcome of a case. Parties and witnesses are not permitted to record any of the proceedings.

Section 5.06 Confidentiality and Disclosure
In order to comply with FERPA, Title IX and other applicable laws, and to provide an orderly process for the presentation and consideration of relevant information without undue intimidation or pressure, the resolution processes are not open to the general public. Accordingly, documents prepared in anticipation of the facilitated and/or the formal resolution processes (including the complaint, the investigative report and notices and communications to or from the complainant or the respondent); documents, statements or other information introduced in the interviews and meetings; and the outcome and sanction letters may not be disclosed outside of those processes except as may be required or authorized by law. The college reserves the right to notify parent(s) or guardian(s) of a student respondent of the outcome of any investigation involving that respondent, redacting names of any other students who do not consent to the disclosure of their information.

College policy does not prohibit the further disclosure of outcome or sanction letters by either the complainant or the respondent. However, the college strongly encourages parties to maintain privacy in proceedings pursuant to this policy.

Section 5.07 Violations Involving Groups of Individuals
Members of a student group, an organization, a college department or a team, or individuals collusively acting in concert in violation of this policy may be charged as a group and/or as individuals, and an investigation may proceed against the group as joint respondents or against one or more involved individuals as appropriate given the available information and the circumstances.

A student group, an organization or a team's officers and members may be held collectively and individually responsible when violations of this policy by the organization or its members include any of the following circumstances:

- Occurred at organization-sponsored events.
- Received the consent or encouragement of the organization or of the organization's leaders or officers.
- Were known or reasonably should have been known to the membership or its officers.
Section 5.08 Consolidation of Investigation
The Title IX coordinator may consolidate multiple reports against a single respondent or group of respondents into one investigation if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s).

ARTICLE VI. PROCESSES APPLICABLE TO ALL COMPLAINTS OF PROHIBITED CONDUCT

Section 6.01 A Report of Prohibited Conduct Becomes a Complaint
A complaint may be initiated in one of the following ways:
• An individual may file a written complaint with the college through the online reporting form at www.wofford.edu/titleix or may submit a written statement in their own words providing sufficient information for the college to investigate the allegations contained therein (including, but not limited to, the names of the parties involved and the date, location and nature of the alleged prohibited conduct).
• An individual may report violations of this policy in person to the Title IX coordinator or a Title IX deputy coordinator. In such a situation, the Title IX coordinator will ask the reporting party for the names of the individuals involved and the date, location and nature of the prohibited conduct and/or a written statement.
• The college may determine, based on information of which it becomes aware, that it is necessary and/or appropriate for it to investigate the information available to it.

Once a complaint is initiated, the individual reported to have experience the prohibited conduct will be referred to as a “complainant” and the individual(s) reported to have engaged in prohibited conduct will be referred to as a “respondent.”

Section 6.02 Evaluation of Interim Safety Measures and Interim Disciplinary Measures
Following the initiation of a complaint (and at any point during the complaint, investigative or disciplinary processes, if the assigned Title IX deputy coordinator deems it necessary for the protection of any member of the college community), the assigned Title IX deputy coordinator will determine which, if any, of the following measures and/or actions should be taken:

A. Interim safety measures. When warranted to ensure the safety and well-being of the parties, the assigned Title IX deputy coordinator may implement one or more interim measures, if appropriate and/or reasonably available, including, but not limited to, the following:
• Issuing no-contact orders to prevent any contact between or among the complainant, the respondent, witnesses and/or third parties.
• Providing an individual to escort a complainant and/or respondent between classes, work and/or activities.
• Changing a complainant’s or a respondent’s on-campus housing, if any, to a different on-campus location and providing assistance from college personnel in completing the relocation.
• Changing a complainant’s or a respondent’s work arrangements or schedules.
• Changing academic schedules (such as moving the complainant or the respondent from one class section to another).

B. Interim disciplinary measures

i. Student respondents. When a student respondent's alleged actions or behaviors affect the safety, health or general welfare of the complainant, other students and/or the college community, the assigned Title IX deputy coordinator may impose interim disciplinary measures prior to the adjudication of the complaint pursuant to this policy.

Possible interim measures include, but are not limited to, requesting that the vice president for student affairs or their designee (1) impose on the respondent an administrative withdrawal from the college, (2) summarily suspend the respondent from campus housing on an interim basis and/or (3) restrict the respondent’s access to college facilities.

The assigned Title IX deputy coordinator will notify the respondent of the proposed interim measure(s) in writing. These actions may be appealed to the vice president for student affairs (available by phone at 864-597-4040 and located in the Campus Life Building) or their designee. Any appeals must be made in writing within 72 hours of notification of the imposing interim measure. The decision of the vice president for student affairs regarding the imposition of these actions will be final.
iii. Employee respondents. When an employee respondent's alleged actions or behaviors affect the safety, health or general welfare of the complainant, students, other employees and/or the college community, the assigned Title IX deputy coordinator will coordinate with human resources and/or the employee’s supervisor to (1) take such steps as are reasonable, appropriate and necessary to restrict the respondent’s access to college facilities and/or (2) temporarily adjust the job duties of or place on administrative leave such respondent.

These actions may be appealed to the director of human resources (available by phone at 864-597-4230 and located in the Snyder House). The decision of the director of human resources regarding the imposition of these actions will be final.

C. Compliance with interim safety measures and interim disciplinary measures. Individuals subject to interim safety measures and interim disciplinary measures are expected to adhere to the measures put in place by college officials until such measures are revoked or revised. Any allegations that individuals are not complying with the measures put in place will be reviewed by the assigned Title IX deputy coordinator. The assigned Title IX deputy coordinator may interview the complainant, respondent or any other individuals with information about the alleged noncompliance, or the assigned Title IX deputy coordinator may request that the appointed investigator(s) or other trained individuals conduct interviews to determine what, if any, additional steps need to be taken. Additional steps may include, but are not limited to, additional interim safety measures or interim disciplinary measures, adjudication under this policy or a referral to the director of human resources, the provost or the vice president of student affairs for adjudication under other campus policies.

Section 6.03 Initial Meetings with the Assigned Title IX Deputy Coordinator
A. Complainant’s initial meeting with the assigned Title IX deputy coordinator. As soon as is practicable, the assigned Title IX deputy coordinator will contact the complainant to schedule an initial meeting to discuss the complaint and avenues for its resolution. (If the person who reported the prohibited conduct is a third-party reporter, the assigned Title IX deputy coordinator will attempt to meet with them as soon as possible to gather information.)

Following the meeting with the complainant, the assigned Title IX deputy coordinator will, if applicable, promptly determine any interim measures to be provided to the complainant during the investigative and resolution processes. (If interim safety measures already have been implemented pursuant to Section 6.02(A), the assigned Title IX deputy coordinator will evaluate whether they should continue to be provided and whether other interim measures also should be implemented.) These interim measures may include the safety measures listed in Section 6.02(A) and/or other appropriate interim measures, such as:

- Arranging to dissolve a campus housing contract and offering a pro-rated refund.
- Rescheduling class work, assignments and examinations.
- Arranging for the complainant to withdraw from or take an incomplete in class without penalty.
- Providing academic support services.
- Providing alternative course completion options.
- Providing counseling services.

Such determination will be communicated promptly to the complainant (no later than it is communicated to the respondent) and, to the extent that it directly affects them, the respondent.

B. Respondent’s initial meeting with the assigned Title IX deputy coordinator. As soon as is reasonably practicable after the assigned Title IX deputy coordinator’s initial meeting with the complainant, the assigned Title IX deputy coordinator will schedule an initial meeting with the respondent to discuss the complaint, to inform the respondent of any interim measures already determined and being provided to the complainant that directly affect the respondent and to discuss the process for resolving the complaint. Following the meeting with the respondent, the assigned Title IX deputy coordinator will, if applicable, promptly determine any interim measures to be provided to the respondent during the pendency of the investigative and resolution processes (such as those listed in Section 6.02 and/or Section 6.03(A) above). Such determination will be communicated promptly to the respondent (no later than it is communicated to the complainant) and, to the extent that it directly affects them, the complainant.

Section 6.04 The Assigned Title IX Deputy Coordinator’s Initial Determination
The assigned Title IX deputy coordinator will review the information available and the complaint will move forward to either formal resolution or facilitated resolution pursuant to this policy unless it is clear on its face and/or based on the assigned Title IX deputy coordinator’s initial meetings with the parties that no reasonable grounds exist for believing that the conduct at issue constitutes material sexual misconduct or is otherwise a violation of this policy.

In the event that the complaint was made by a third-party reporter, the assigned Title IX deputy coordinator also will consider the following factors in determining whether to move forward with either formal resolution or facilitated resolution pursuant to this policy:
The investigator(s) promptly will begin their investigation, taking such steps as:

- The source and nature of the information.
- The seriousness of the alleged incident.
- The specificity of the information.
- The objectivity and credibility of the source of the information.
- Whether the individuals allegedly subjected to the prohibited conduct can be identified.
- Whether those individuals wish to pursue the matter.

If the assigned Title IX deputy coordinator determines that an investigation of the complaint is not warranted they will close the complaint, document the closure and promptly notify the complainant and the respondent of the closure and the rationale for the closure.

The complainant and/or the respondent may appeal the assigned Title IX deputy coordinator’s decision in writing to the Title IX coordinator or their designee and provide a copy of the appeal to the assigned Title IX deputy coordinator within five (5) calendar days of receipt of the notice of closure. The assigned Title IX deputy coordinator will promptly inform the other party of the appeal.

Following receipt of the appeal, the Title IX coordinator or their designee will determine whether the complaint warrants further investigation and whether any additional or different remedial action is necessary. The Title IX coordinator will notify the complainant and the respondent concurrently of their decision within five (5) days of receipt of the appeal. The decision of the Title IX coordinator is final. If the Title IX coordinator is serving the functions of the assigned Title IX deputy coordinator, this appeal will be forwarded to the vice president for student affairs (if the respondent is a student) or the director of human resources (if the respondent is an employee), who will then make the determination described above or designate another individual to do so.

Section 6.05 Determination of Formal Versus Facilitated Resolution
At any time before the parties receive the final investigative report during the formal resolution process (see Section 7.01(E)), the parties may elect to resolve the complaint through the facilitated resolution process in accordance with Article VIII of this policy. Otherwise, a complaint that is not closed pursuant to the assigned Title IX deputy coordinator’s initial meetings with the complainant and respondent will proceed to formal resolution in accordance with Article VII of this policy.

Section 6.06 Respondent’s Acknowledgement of Responsibility
At any time prior to receiving the outcome letter during the formal resolution process or the conclusion of the facilitated resolution process, the respondent may elect to acknowledge their actions and take responsibility for the reported prohibited conduct. In such a situation, the complaint may proceed pursuant to Section 7.02(D) for the determination of sanctions. If the respondent acknowledges responsibility for the prohibited conduct, the sanction(s) determination only may be appealed pursuant to Section 7.04 of this policy.

**ARTICLE VII. FORMAL RESOLUTION**

Section 7.01 The Investigation

A. Effect of corollary criminal investigation. The college’s investigation may be delayed temporarily while criminal investigators are gathering evidence. In the event of such a delay, the college may take interim measures when necessary to protect the complainant/respondent and/or the college community. Neither the results of a criminal investigation nor the decision of law enforcement to investigate or decline to investigate a matter is determinative of whether prohibited conduct, for the purposes of this policy, has occurred.

B. Appointment of investigators. The assigned Title IX deputy coordinator, in consultation with the Title IX coordinator, promptly will appoint one or more investigators and send written notice of investigation, including the name(s) of the assigned investigator(s), to both parties.

Within three (3) calendar days of receiving notice, the complainant and/or respondent may identify to the assigned Title IX deputy coordinator in writing alleged conflicts of interest posed by assigning such investigator(s) to the matter. The assigned Title IX deputy coordinator carefully will consider such statements and will assign different individual(s) as investigator(s) if it is determined that a material conflict of interest exists.

C. Overview of the investigation. Parties will have an equal opportunity to submit evidence, to identify witnesses and provide an explanation of their relevancy to the investigation, and to submit questions they believe should be directed by the investigator(s) to any witness or to each other.

The investigator(s) promptly will begin their investigation, taking such steps as:

- Conducting interviews with the complainant, the respondent and third-party witnesses (including expert witnesses, where applicable) and either summarizing such interviews in written form or recording the interviews.
• Visiting, inspecting and taking or reviewing photographs at relevant sites where applicable.

• Collecting and preserving relevant evidence (in cases of corresponding criminal complaints, this step may be coordinated with law enforcement agencies) where applicable. Throughout the investigation, the investigators will remain neutral.

D. Evidentiary matters. Formal rules of evidence will not be observed. The investigator(s) will review evidence submitted by the parties and witnesses and determine what information is relevant and appropriate to the investigation. The investigator(s) may redact any information that is deemed irrelevant, prejudicial or otherwise inappropriate pursuant to this section.

• Any identification of witnesses and evidence the parties wish the review panel to consider should be presented to the investigator(s) as early as possible during the investigation process. If a party wishes to submit evidence in response to the draft investigative report, that evidence must be submitted during the review and response period. Any evidence not presented in a timely manner during the investigation or prior to the investigative report being finalized may be excluded at the discretion of the Title IX coordinator or assigned Title IX deputy coordinator.

• Character evidence generally is inadmissible.

• Evidence of the sexual histories of the complainant and the respondent, prior or subsequent to the allegation(s) in question, will be inadmissible with the following exceptions:
  o Evidence is permitted to show that the complainant has in the past been formally disciplined by the college for falsely filing complaints alleging sexual or gender-based misconduct.
  o Evidence is permitted to show that the respondent has in the past been either convicted in a criminal proceeding or formally disciplined by the college for sexual or gender-based misconduct.
  o Evidence regarding the past sexual activity of the respondent (regardless of whether the respondent was charged formally with a violation of the policy with respect to such conduct) may be permitted to show that the respondent has engaged in a pattern of behavior similar to the alleged sexual or gender-based misconduct at issue, provided that (1) the respondent has not been found “not responsible” by the college in a proceeding related to such sexual activity and (2) the investigator(s) have found both that the evidence is reliable and credible and that the conduct is sufficiently and substantially similar to the conduct at issue to suggest a pattern of behavior.

Relevancy and admissibility of witnesses and evidence is determined by the investigator(s). For the avoidance of doubt, the investigator(s) may consult with and/or ask for assistance from the assigned Title IX deputy coordinator or the Title IX coordinator in order to make a determination about relevancy of witnesses or admissibility of evidence.

E. Draft investigative report. At the conclusion of the investigation, the investigator(s) will write summaries of each interview and provide the parties and each witness a reasonable timeframe to review and provide feedback of their own summary.

The investigator(s) will prepare a draft investigative report that includes items such as the written complaint, interview summaries, photographs, written statements, descriptions of relevant evidence, summaries of relevant electronic records and a detailed report of the events in question.

The assigned Title IX deputy coordinator will make the draft investigative report concurrently available to both parties and will designate a reasonable time for review and response by the parties, not to exceed five (5) calendar days (“review and response period”). In the absence of good cause, information discoverable through the exercise of due diligence that is not provided to the investigator(s) during the designated review and response period will not be considered in the determination of responsibility for a violation of the Sexual and Gender-Based Misconduct Policy and will not be considered for appeal.

The draft investigative report will not include any findings. The complainant and respondent will have an opportunity to review the draft investigative report, meet with the investigator(s), submit additional comments and information to the investigator(s), identify any additional witnesses or evidence for the investigator(s) to pursue and submit any further questions that they believe should be directed by the investigator(s) to the other party or to any witness.

The investigator(s) will review any responses submitted during the review and response period and determine any additional steps that need to be taken before finalizing the report.

Due to the sensitive nature of the information in this report, neither the parties nor their support persons may copy, remove, photograph, print, image, record or in any other manner duplicate or remove the information provided. The complainant and respondent may not make copies of the draft investigative report. All parties to whom the draft investigative report is distributed pursuant to this policy must maintain it in confidence (even after the resolution of the complaint); the draft investigative report may only be disclosed as is contemplated by this policy.

Final investigative report. The investigator(s) will complete a final written investigative report that includes items such as the written complaint, any written statements of position, summaries of all interviews conducted, photographs, descriptions of relevant
evidence, summaries of relevant electronic records and a detailed report of the events in question (final investigative report). The investigator(s) will submit the final investigative report to the assigned Title IX deputy coordinator. If the matter proceeds to a review panel as set forth in Section 7.02, the assigned Title IX deputy coordinator will make it (concurrently) available to the complainant and to the respondent to review for three (3) calendar days, after redacting any information that would not be admissible pursuant to this policy.

Due to the sensitive nature of the information in this report, neither the parties nor their support persons may copy, remove, photograph, print, image, record or in any other manner duplicate or remove the information provided. The complainant and respondent may not make copies of the final investigative report.

All parties to whom the final investigative report is distributed pursuant to this policy must maintain it in confidence (even after the resolution of the complaint); the final investigative report may only be disclosed as is contemplated by this policy.

Section 7.02 The Outcome.
A. The assigned Title IX deputy coordinator’s evaluation of the final investigative report. The assigned Title IX deputy coordinator will evaluate the final investigative report and will direct that the complaint proceeds to a review panel for a finding of “responsible” or “not responsible” unless it is clear from the final investigative report that no reasonable grounds exist for believing that the conduct at issue constitutes material sexual misconduct or is otherwise a violation of this policy.

The assigned Title IX deputy coordinator will specify which allegations of prohibited conduct and, if applicable, which other related alleged misconduct, will move forward to a review panel under this policy. Any allegations that move forward to a review panel will be referred to as “charges.”

If the assigned Title IX deputy coordinator finds that it is clear from the final investigative report that no reasonable grounds exist to believe that the conduct at issue constitutes material sexual misconduct or is otherwise a violation of this policy, they will close the complaint, document the closure, and promptly notify the complainant and the respondent of the closure and the rationale for the closure.

The complainant and/or the respondent may appeal the assigned Title IX deputy coordinator’s decision in writing to the Title IX coordinator or their designee and provide a copy of the appeal to the assigned Title IX deputy coordinator within five (5) calendar days of receipt of the notice of closure. The assigned Title IX deputy coordinator will promptly inform the other party of the appeal.

Following receipt of the appeal, the Title IX coordinator or their designee will determine whether the complaint warrants further investigation and whether any additional or different remedial action is necessary. The Title IX coordinator will notify the complainant and the respondent concurrently of their decision within five (5) days of receipt of the appeal. The decision of the Title IX coordinator is final. If the Title IX coordinator is serving the functions of the assigned Title IX deputy coordinator, this appeal will be forwarded to the vice president for student affairs (if the respondent is a student) or the director of human resources (if the respondent is an employee), who then will make the determination described above or designate another individual to do so.

B. Composition of the review panel. Findings regarding all charges of prohibited conduct and related misconduct will be determined by a three (3) person review panel consisting of the appointed investigators and one (1) other trained investigator (when only one Investigator previously was appointed to investigate the case, the assigned Title IX deputy coordinator will appoint two trained investigators to the review panel) appointed by the assigned Title IX deputy coordinator in consultation with the Title IX coordinator.

The assigned Title IX deputy coordinator will notify both parties concurrently in writing of the composition of the review panel and of the alleged prohibited conduct and related conduct that will move forward for resolution. The parties may challenge the participation of any member of the review panel by submitting a written objection to the assigned Title IX deputy coordinator within three (3) calendar days of receipt of the notice of the composition of the review panel. Such objection must state the specific reason(s) for the objection. The assigned Title IX deputy coordinator will evaluate the objection and determine, in consultation with the vice president for student affairs or their designee (where the respondent is a student) or the director of human resources or their designee (where the respondent is an employee), whether a material conflict exists. Failure to submit a timely and proper objection will constitute a waiver of any right of objection to the composition of the review panel. Any changes in the composition of the review panel will be provided in writing to both parties prior to the review panel making a finding.

C. Findings. Once the composition of the review panel has been finalized, the assigned Title IX deputy coordinator will make the final investigative report available for the entire review panel. The review panel will find, by a majority and based on a preponderance of the evidence, that the respondent is either responsible or not responsible for violating the Sexual and Gender-Based Misconduct Policy and related misconduct (where applicable). The review panel will make a separate finding
for each charge of prohibited conduct and related misconduct. The assigned Title IX deputy coordinator will send written notification concurrently to both parties of the findings and rationale (outcome letter).

i. **Findings of “not responsible.”** When the review panel finds that the respondent is not responsible, the complainant may appeal per Section 7.03.

ii. **Findings of “responsible.”** When the review panel finds the respondent responsible (on one or more of the charges) for violating the Sexual and Gender-Based Misconduct Policy, the complainant and respondent may submit an impact or mitigation statement to the assigned Title IX deputy coordinator to be considered during the determination of sanctions. Impact and mitigation statements must be submitted to the assigned Title IX deputy coordinator within three (3) calendar days of receipt of the findings. When the review panel finds that the respondent is responsible for one or more violations of the Sexual and Gender-Based Misconduct Policy, any appeal should not be submitted until after sanctions have been determined and the sanction letter has been sent to both parties.

D. **Sanctioning.** The Title IX coordinator or their designee and appropriate administrator will review the findings, rationale, any impact/mitigation statements submitted by the parties, and the final investigative report to determine sanctions that are appropriate, consistent with those issued in similar cases and are intended to end the misconduct and remedy the effects.

<table>
<thead>
<tr>
<th>If the Respondent is a…</th>
<th>The Appropriate Administrator is:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>Vice president for student affairs or their designee</td>
</tr>
<tr>
<td>Faculty member</td>
<td>Provost or their designee</td>
</tr>
<tr>
<td>Staff member</td>
<td>Director of human resources or their designee</td>
</tr>
</tbody>
</table>

Sanctions for a finding of responsibility depend upon the nature and gravity of the misconduct, any record of prior discipline for prohibited conduct, or both. As a guide, general recommended ranges of sanctions for individual violations are listed below. However, individual sanctions may be combined (e.g. a period of suspension from the college may be combined with disciplinary probation and social probation upon return to the college). The Title IX coordinator (or their designee) and appropriate administrator will determine sanctions, giving consideration to whether a given sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation, and (c) remedy the effects of the violation. Sanctions imposed are effective immediately upon issuance of the sanction letter described below, in accordance with federal law.
### Recommended Ranges of Sanctions

<table>
<thead>
<tr>
<th>Violation</th>
<th>Recommended Range of Sanctions for Students</th>
<th>Recommended Range of Sanctions for Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment, retaliation, failure to comply</td>
<td>Educational sanctions (such as community service, reflection paper(s), and/or fines), social restrictions, disciplinary probation, expulsion or suspension from campus housing, suspension** or expulsion*** from the college</td>
<td>Written warning/probation, withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, compensation adjustments</td>
</tr>
<tr>
<td>Sexual exploitation</td>
<td>Disciplinary probation, social restrictions, expulsion or suspension from campus housing, suspension** or expulsion*** from the college</td>
<td>Written warning/probation, withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, compensation adjustments</td>
</tr>
<tr>
<td>Sexual intimidation, stalking, dating violence, domestic violence</td>
<td>Disciplinary probation, social restrictions, expulsion or suspension from campus housing, completion of batterer intervention program, suspension** or expulsion*** from the college</td>
<td>Written warning/probation, withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, compensation adjustments, completion of batterer intervention programs</td>
</tr>
<tr>
<td>Sexual assault*</td>
<td>Disciplinary probation, social restrictions, expulsion or suspension from campus housing, suspension** or expulsion*** from the college</td>
<td>Terminating employment, temporary suspension without pay</td>
</tr>
</tbody>
</table>

*The appropriate sanctions for any penetrative sexual assault will include at a minimum a period of suspension from the college. **Suspension is defined as exclusion from classes and other privileges or activities as set forth in the notice of suspension for a defined period of time. The student cannot take part in clubs, musical groups, athletics teams and other student organizations during this time period. When a student is suspended, they should leave the Wofford College campus within 24 hours after receipt of the sanction letter or any decision by the appeals officer, whichever is later. A suspended student is not allowed to return to campus without written permission of the vice president for student affairs. ***Expulsion is defined as termination of student status for an indefinite period of time. The conditions of readmission, if any are permitted, shall be stated in the order of expulsion. When a student is expelled, they should leave Wofford College campus within 24 hours after receipt of the sanction letter or any decision by the appeals officer, whichever is later. An expelled student is not allowed to return to campus without written permission of the vice president for student affairs.

E. **The sanction letter.** Within five (5) business days of the Title IX coordinator and appropriate administrator’s determination, the assigned Title IX deputy coordinator will notify the complainant and respondent concurrently and in writing of the sanction(s) and rationale.

Section 7.03 Final Accommodations and Corrective Action.
In addition to any sanctions imposed on the respondent, promptly following the outcome of the formal resolution process, the assigned Title IX deputy coordinator will determine the final accommodations to be provided to the complainant, if any, and the
assigned Title IX deputy coordinator will communicate such decision to the complainant, and, to the extent that it affects them, to the respondent. Such accommodations may include, but are not limited to, those listed Section 6.03(A) of this policy.

The assigned Title IX deputy coordinator will also take steps, where necessary, to prevent the further harassment of or retaliation against the complainant or third parties, such as informing them about how to report subsequent problems, following up with them to ensure that there are no subsequent problems, providing trainings for the college community, and providing counseling. The assigned Title IX deputy coordinator will also, where appropriate, take steps to prevent the harassment of the respondent.

Furthermore, the assigned Title IX deputy coordinator will take prompt corrective action if the complainant experiences retaliation or is subjected to further prohibited conduct or if the original sanctions imposed on the respondent are ineffective to protect the safety and well-being of the complainant or other members of the college community. In appropriate cases (such as those involving sexual harassment), the assigned Title IX deputy coordinator will also take reasonable steps to eliminate any hostile environment that has been created. In taking the above-outlined steps, the assigned Title IX deputy coordinator will make every reasonable effort to minimize the burden on the complainant.

Section 7.04 Appeals.
The complainant or the respondent may appeal the decision of the review panel and/or the sanction(s) imposed on the respondent within three (3) calendar days from the date of the outcome letter (when the respondent has been found not responsible) or the date of the sanction letter (when the respondent has been found responsible for one or more charges). The decision of the review panel and the sanction imposed on the respondent may, if desired, be appealed simultaneously.

A. Grounds for appeal
   i. Appeal of findings. The only permissible grounds for an appeal of the review panel’s finding of responsible or not responsible are (1) availability of germane new evidence not available at the time of the review panel’s decision that could significantly impact the outcome and/or (2) procedural errors that significantly impacted the outcome.

B. Generally. Appeals must be made in writing to the assigned Title IX deputy coordinator. The assigned Title IX deputy coordinator will promptly inform the other party of the filing of the appeal and will forward the appeal and all relevant materials to the appeals officer.

<table>
<thead>
<tr>
<th>If the Respondent is a…</th>
<th>The Appeals Officer is:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>Vice president for student affairs or their designee</td>
</tr>
<tr>
<td>Faculty member</td>
<td>Provost or their designee</td>
</tr>
<tr>
<td>Staff member</td>
<td>Director of human resources or their designee</td>
</tr>
</tbody>
</table>

C. Review of the appeal. The appeals officer will review the appeal and all relevant materials to make one of the following determinations: (1) the appeal does not meet the permissible grounds for appeal; (2) the decision of the review panel and/or the decision of the Title IX coordinator and appropriate administrator should stand; (3) the decision of the review panel and/or the decision of the Title IX coordinator and appropriate administrator should be overturned.

In the event that the appeals officer determines that the decision of the review panel and/or the Title IX coordinator and appropriate administrator should be overturned, the appeals officer will specify, after consultation with the assigned Title IX deputy coordinator and appropriate administrators, the appropriate steps to be taken to come to a final resolution of the complaint.

D. Notification of determination. Within ten (10) days of receipt of the appeal, the appeals officer will inform the assigned Title IX deputy coordinator of their decision and rationale. The assigned Title IX deputy coordinator promptly will notify the complainant and the respondent of the appeal officer’s decision concurrently and in writing. There shall be no further appeals.

**ARTICLE VIII. FACILITATED RESOLUTION**

Facilitated resolution is only appropriate if (a) the complainant and respondent voluntarily agree to such resolution after receiving full disclosure of the allegations and their options for formal resolution, (b) the complainant and the respondent are both students or are both employees of the college, (c) the assigned Title IX deputy coordinator determines that facilitated resolution is an appropriate mechanism for resolving the complaint, and (d) the complaint does not involve sexual assault (see Exhibit C (E)). To make their determination about the appropriateness of facilitated resolution or to assist in the in the process of the facilitated resolution, the assigned Title IX deputy coordinator may conduct interviews of the parties and/or witnesses or may assign investigator(s) to do so. If the assigned Title IX deputy coordinator determines any investigation is warranted, the appointment of investigator(s) may be appealed in accordance with Section 7.01(B).
Facilitated resolution may not be selected for less than all of the misconduct alleged in the complaint (for example, the parties may not choose to resolve a claim of sexual assault according to the formal resolution process but use the facilitated resolution process for all other claims). If the parties agree to facilitated resolution (and facilitated resolution is appropriate for all of the claims at issue), then all of the claims must be resolved according to the facilitated resolution process.

Both parties have the right to terminate the facilitated resolution process at any time and proceed with formal resolution. Furthermore, the assigned Title IX deputy coordinator may, where appropriate, terminate or decline to initiate facilitated resolution and proceed with the formal resolution process instead. In such cases, statements or disclosures made by the parties in the course of the facilitated resolution process, or in any interviews or investigation related to facilitated resolution, may be considered in the subsequent formal resolution proceedings.

**Section 8.01 Facilitated Resolution, Generally.**

A. **The facilitator.** When the complainant’s complaint is to be resolved according to the facilitated resolution process, the assigned Title IX deputy coordinator will oversee the process. The assigned Title IX deputy coordinator will involve other individuals as deemed beneficial to the process (e.g. a human resources representative for matters involving employees).

B. **Notice of facilitated resolution.** The assigned Title IX deputy coordinator will provide concurrent written notice to the complainant and the respondent setting forth the names of any individuals who will assist in the facilitated resolution, the alleged prohibited conduct that will be subject to the facilitated resolution process, and information regarding initial steps for facilitated resolution.

Any party may challenge the participation of the assigned Title IX deputy coordinator, or the individual(s) designated by the assigned Title IX deputy coordinator to assist in the process, and/or the alleged prohibited conduct subject to the facilitated resolution process by submitting a written objection to the Title IX coordinator within three (3) calendar days of receipt of the notice of the facilitated resolution process. Such objection must state the specific reason(s) for the objection. Failure to submit a timely and proper objection will constitute a waiver of any right of objection. The Title IX coordinator will evaluate the objection and determine whether to assign a different individual to facilitate the process. Any substitution of the Title IX deputy coordinator or individual(s) designated by the assigned Title IX deputy coordinator to assist in the process will be provided in writing to both parties prior to the commencement of facilitated resolution.

C. **Support persons.** As provided in Section 5.03, both the complainant and respondent may have a support person present to support and assist them during the facilitated resolution process.

D. **No contact prior to facilitated resolution.** The complainant and the respondent may not contact each other outside of the facilitated resolution process, even to discuss the process.

E. **Participation.** Both the complainant and the respondent are expected to participate in the facilitated resolution. If either party fails to fully participate in the facilitated resolution, and such party was provided proper notice of the terms of facilitated resolution, including notice of any meetings, then absent extenuating circumstances, the assigned Title IX deputy coordinator may direct that resolution of the complaint be determined according to the formal resolution process set forth in Article VII or may reschedule or re-evaluate the facilitated resolution.

**Section 8.02 The Facilitated Resolution Process.**

Facilitated resolution may include the following:

- **Resolution with the assistance of a third party.** A complainant may seek assistance in informally resolving a report of prohibited conduct from the assigned Title IX deputy coordinator who may directly facilitate or may arrange to have a trained representative facilitate a meeting or meetings between the parties or individually with the parties. The availability of this form of facilitated resolution, and any resolution reached through such form of facilitated resolution, is subject to the agreement of the assigned Title IX deputy coordinator in consultation with the Title IX coordinator, the complainant and the respondent.

- **Interventions and remedies.** Facilitated resolution agreements may involve a host of interventions and remedies, such as actions designed to maximize the complainant’s access to educational, extracurricular, and/or college employment activities; increased monitoring, supervision, and/or security at locations or activities where the prohibited conduct is alleged to have occurred or is likely to reoccur; targeted or broad-based educational programming or training for relevant individuals or groups; academic and/or college housing modifications for student complainants; workplace modifications for employee complainants; one or more of the restorative remedies or other sanctions described in this policy; and/or any other remedial or protective measures that can be tailored to the involved individuals to achieve the goals of the Sexual and Gender-Based Misconduct Policy.
Any form of facilitated resolution and any combination of interventions and remedies may be utilized. If an agreement acceptable to the college, the complainant and the respondent is reached through facilitated resolution, the terms of the agreement are implemented, and the matter is resolved and closed. If an agreement is not reached, and the assigned Title IX deputy coordinator determines that further action is necessary, or if either party fails to comply with the terms of the facilitated resolution, the matter may be referred for an investigation and formal resolution under these procedures.

The Title IX coordinator will maintain records of all reports and conduct referred for facilitated resolution, which typically will be completed within thirty (30) calendar days.

NOTE: A resolution that is reached pursuant to this section will not be included in a student respondent’s student conduct record or in an employee respondent’s personnel record, unless the inclusion of such information is agreed to as part of the facilitated resolution of the matter.
EXHIBIT A

Suggested Actions for Victims of Sexual Assault

While all types of sexual and gender-based misconduct are inappropriate and taken seriously by the college, actions involving sexual assault (as defined in Exhibit C) are particularly concerning. Thus, if you are the victim of sexual assault, the college’s first priority is to help you take steps to address your safety, medical needs and emotional well-being. You are encouraged to take the following actions, as applicable, regardless of whether you have made a decision about whether to pursue a criminal or college complaint.

1. **Ensure your physical safety**
   You may seek help from local law enforcement agencies or by contacting the Wofford College Department of Campus Safety. Campus safety can assist you with contacting local law enforcement and can help you obtain transportation to the local law enforcement office. Security personnel are on duty at campus safety 24 hours a day, seven days a week.

2. **Seek medical assistance and treatment**
   Local options for medical care include Spartanburg Medical Center and Spartanburg Medical Center - Mary Black Campus. It is crucial that you obtain medical attention as soon as possible after a sexual assault to determine the extent of physical injury and to prevent or treat sexually transmitted diseases (such as HIV). Medical facilities also can screen for the presence of sedative drugs such as Rohypnol or GHB (date-rape drugs).

   Employees at the Wofford Wellness Center can help you obtain transportation to a local hospital and can help you contact a support person, such as a family member, a friend or a roommate.

   If you choose to have an evidence collection kit (or “rape kit”) completed, it is important to do so within 72 hours. Even if you have not decided whether to file charges, it is advisable to have the evidence collection kit completed so that you can better preserve the options of obtaining a protective order and/or filing criminal charges at a later date. Spartanburg Medical Center and Spartanburg Medical Center - Mary Black Campus administer evidence collection kits, and you can request an anonymous kit with no law enforcement involvement. Spartanburg Medical Center has specially trained sexual assault nurse examiners (SANEs) who administer these kits. The cost of these kits will be paid for from a crime victim fund, and you will not be billed for the kits.

   In order to best preserve evidence for an evidence collection kit, it may be advisable to avoid showering, bathing, going to the bathroom, or brushing your teeth before the kit is completed. You also should wear (or take with you in a paper – not plastic – bag) to the hospital the same clothing that you were wearing during the assault. An evidence collection kit can still be completed even if you have showered or bathed.

3. **Obtain emotional support**
   The Wellness Center can help students process their emotions and begin the recovery process. The counselors at the Wellness Center are trained to provide crisis intervention on short-term and emergency issues. The center staff also can provide referral services for outside providers and law enforcement. Counseling is free of charge to all students. In some instances, the law may require the disclosure of information shared by students with counselors. However, absent a legal mandate to the contrary, counseling services are confidential and are not part of students’ college records and will not be reported to other college personnel.

   Employees may contact the Employee Assistance Program to obtain emotional support (available at: 800-854-1446).

4. **Obtain information/report misconduct**
   You are encouraged to report incidents of sexual assault to the college’s Title IX coordinator (even if you have filed a report directly with law enforcement). Further information about how to report sexual assault is provided in the body of this policy. The Title IX coordinator can help you access resources and can provide support and information, including information on the college’s procedures for investigating and addressing instances of sexual assault.
EXHIBIT B

Campus and Community Resources
The below list of campus and community resources was compiled for the use of the entire campus community. Any individuals seeking assistance from campus resources should note that college employees, with the exception of those noted “confidential,” are considered “responsible employees.” Individuals who cannot find an appropriate resource below are encouraged to contact the Wellness Center (864-597-4370) or the Title IX coordinator (864-597-4047) for assistance in identifying other options.

1. Campus resources

Wofford College’s Title IX coordinator is Amanda Estabrook, whose office is in the Campus Life Building. She may be contacted during business hours Monday through Friday (8:30 a.m. to 5 p.m.) by phone at 864-597-4047 or in person in the Campus Life Building. She also can be contacted by email at estabrookar@wofford.edu.

Wofford Department of Campus Safety is located in the Campus Life Building and is available by phone at 864-597-4911. Campus safety officers are available 24/7. Campus safety also can contact the staff member on call.

Medical services (confidential) are located in the Wellness Center and are available by phone at 864-597-4370 or 597-4371. The office is staffed from 7:30 a.m. to 4 p.m. Monday through Friday during the academic term.

The Division of Campus Life and Student Development is located in the Campus Life Building and is available by phone at 864-597-4040 or 597-4044. The office is staffed from 8:30 a.m. to 5 p.m. Monday through Friday.

The Office of Human Resources is located in the Snyder House and is available by phone at 864-597-4230. The office is staffed from 8:30 a.m. to 5 p.m. Monday through Friday.

Counseling Services staff (confidential) are located in the Wellness Center and are available by phone at 864-597-4370 or 597-4371. The center is staffed from 8:30 a.m. to 5 p.m. Monday through Friday.

The Office of Financial Aid is located in the Hugh S. Black building and can be contacted by phone at 864-597-4160. Financial aid is staffed from 8:30 a.m. to 5 p.m. Monday through Friday.

The Office of International Programs is located in the Michael S. Brown Village Center and can be contacted by phone at 864-597-4430. International programs is staffed from 8:30 a.m. to 5 p.m. Monday through Friday.

2. Community resources

Spartanburg City Police Department can be reached by calling 911 (or, for non-emergency matters, by calling 864-596-2222. The Spartanburg City Police Department is located at 145 W. Broad St. in Spartanburg.

Spartanburg Medical Center is located at 101 E. Wood St. in Spartanburg and is available by phone at 864-560-6000. Spartanburg Medical Center has special sexual assault nurse examiners (SANEs) who can collect evidence.

Spartanburg Medical Center - Mary Black Campus is located at 1700 Skylyn Drive in Spartanburg. The emergency department can be reached at 864-573-3000.

Emergency Medical Services (EMS) can be reached at 911.

SAFE Homes-Rape Crisis Coalition is located at 236 Union St. in Spartanburg and is available by phone at 864-585-9569. Its crisis hotline is available 24/7 at 800-273-5066. SAFE Homes provides services to people affected by sexual violence, dating violence, domestic violence or stalking.

South Carolina Legal Services (Spartanburg) provides legal assistance in Spartanburg, including assistance with immigration matters. The office is located at 148 E. Main St. in Spartanburg and can be reached at 864-582-0369.

South Carolina Victims Assistance Network provides free legal assistance to survivors of sexual assault. They can be reached at 803-750-1200, Option 2, for the Legal Assistance to Victims Program.

National Suicide Prevention Lifeline provides free and confidential support for people in distress. Counselors are available 24/7 at 800-273-8255. Additional information and resources are available at www.suicidepreventionlifeline.org.
Prohibited Conduct under this Policy

Conduct defined in Exhibit B of this policy is prohibited regardless of the sex, sexual orientation, sexual identity, gender or gender identity of the complainant or respondent.

A. Dating violence. “Dating violence” means 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 complainant’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. 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.

B. Domestic violence. “Domestic violence” includes felony or misdemeanor crimes of violence committed by:
   i. A current or former spouse of the victim.
   ii. A person with whom the victim shares a child in common.
   iii. A person who is cohabiting with or has cohabited with the victim as a spouse or intimate partner.
   iv. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the state of South Carolina.
   v. 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 state of South Carolina.

C. Failure to comply. “Failure to comply” means any action taken in opposition to a college directive under this policy. For the purposes of this policy, “college directive” includes, but is not limited to, sanctions, no contact orders, facilitated resolution agreements and interim and final accommodations and corrective action.

D. Gender-based harassment. “Gender-based harassment” is any unwelcome verbal, nonverbal, written, electronic, or physical conduct based on gender identity or expression, sexual orientation, pregnant or parenting status, and nonconformity with gender stereotypes which may include acts of aggression, intimidation, or hostility. Examples of gender-based harassment include instances in which:
   i. Submission or consent to the behavior is reasonably believed to carry consequences for the individual’s education, employment, on-campus living environment or participation in a college activity.
   ii. The behavior is so severe or pervasive that it has the effect of substantially interfering with the individual’s work or educational performance by creating an intimidating, hostile or demeaning environment for employment, education, on-campus living or participation in a college activity.

E. Sexual assault. “Sexual assault” consists of (i) sexual contact and/or (ii) sexual intercourse without consent (as defined in “related definitions.”)
   i. Sexual contact:
      • Any intentional sexual touching
      • However slight
      • With any object or body part (as described below)
      • Performed by a person upon another person

   Sexual contact includes (a) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts; and (b) making another touch your or themselves with or on any of these body parts.

   ii. Sexual intercourse:
      • Any penetration.
      • However slight.
      • With any object or body part (as described below).
      • Performed by a person upon another person.

   Sexual intercourse includes (a) vaginal penetration by a penis, object, tongue or finger; (b) anal penetration by a penis, object, tongue or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

F. Retaliation. “Retaliation” means any adverse action threatened or taken against a person because they have filed, supported or provided information in connection with a complaint of prohibited conduct, including but not limited to, direct and indirect intimidation, threats and harassment. The prohibition of retaliation does not end with the resolution of the complaint. Retaliation
may be present even after a finding of “not responsible” on allegations of prohibited conduct. Retaliatory behavior is not limited to behavior by the accused individual and covers behaviors by their associates as well as third parties. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.

G. Sexual and gender-based misconduct. “Sexual and gender-based misconduct” is an overarching term for any unwelcome conduct of a sexual nature or directed at someone because of their gender identity or expression or sexual orientation, including any conduct or act of a sexual nature perpetrated against an individual without consent. Sexual and gender-based misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual and gender-based misconduct can be committed by anyone regardless of gender, and it can occur between people of the same or different gender. The college encourages reporting of all sexual and gender-based misconduct. Sexual and gender-based misconduct includes but is not limited to:

- Dating violence.
- Domestic violence.
- Gender-based harassment.
- Sexual assault.
- Sexual exploitation.
- Sexual harassment.
- Sexual intimidation.
- Stalking.

H. Sexual exploitation. “Sexual exploitation” means any act of taking non-consensual, unjust or abusive sexual advantage of another person for one’s own advantage or benefit or to benefit or advantage anyone other than the person being exploited. Sexual exploitation includes, but is not limited to:

- Causing or attempting to cause another person to be incapacitated in order to gain a sexual advantage over such person.
-Prostituting another person (i.e., personally gaining money, privilege or power from the sexual activities of another).
- Non-consensual videotaping, photographing or audio-taping of sexual activity and/or distribution of private sexual activity or a person’s intimate parts (including genitalia, groin, breast or buttocks) without consent via media such as, but not limited to, the internet.
- Exceeding the boundaries of consent (e.g., allowing another person to observe consensual sex without the knowledge of or consent from all participants).
- Voyeurism.
- Knowingly or recklessly transmitting a sexually transmitted disease (including HIV) to another individual.

I. Sexual harassment. “Sexual harassment” is any unwelcome verbal, nonverbal, written, electronic or physical conduct of a sexual nature. Examples of sexual harassment include instances in which:

- Submission or consent to the behavior is reasonably believed to carry consequences for the individual’s education, employment, on-campus living environment or participation in a college activity. Examples of this type of sexual harassment include:
  o Pressuring an individual to engage in sexual behavior for some educational or employment benefit.
  o Making a real or perceived threat that rejecting sexual behavior will carry a negative educational or employment consequence for the individual.

- The behavior is so severe or pervasive that it has the effect of substantially interfering with the individual’s work or educational performance by creating an intimidating, hostile or demeaning environment for employment, education, on-campus living or participation in a college activity. Examples of this type of sexual harassment include:
  o One or more instances of sexual assault.
  o Persistent unwelcome efforts to develop a romantic or sexual relationship.
  o Unwelcome sexual advances or requests for sexual favors.
  o Unwelcome commentary about an individual's body or sexual activities.
  o Repeated and unwelcome sexually-oriented teasing, joking or flirting.
  o Verbal abuse of a sexual nature.

J. Sexual intimidation. “Sexual intimidation” includes but is not limited to:

- Threatening, expressly or impliedly, to commit a sexual act upon another person without their consent.
- Engaging in indecent exposure (intentionally exposing one’s sexual organs in public) with the intention of alarming, distressing and/or offending others.

K. Stalking. “Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.
For 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; “reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim; and “substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
EXHIBIT D

Related Definitions

A. Appeals officer. “Appeals officer” is defined in Section 7.04(B). Individuals who may serve in this capacity will receive regular professional training in investigation and determination practices and procedures and issues related to sexual and gender-based misconduct.

B. Assigned Title IX deputy coordinator. The “assigned Title IX deputy coordinator” means the Title IX Deputy coordinator assigned by the Title IX coordinator to handle a given complaint. In some cases, the Title IX coordinator may serve this function.


D. Complainant. A “complainant” is an individual who files a complaint of prohibited conduct or on whose behalf a complaint is filed.

E. Complaint. A “complaint” is an allegation of prohibited conduct asserted against another party and initiated pursuant to Section 6.01.

F. Confidential resource. “Confidential resource” is defined in Section 3.01.

G. Consent. “Consent” is informed, freely and actively given, and mutually understandable words or actions that indicate a willingness to participate in mutually agreed-upon sexual activity. Consent is mutually understandable when a reasonable person would consider the words or actions of the parties to have manifested a clear and unambiguous agreement between them to engage in certain conduct with each other. Consent cannot be gained by ignoring or acting in spite of the objections of another.

Consent cannot be inferred from:
- Silence, passivity or lack of resistance alone.
- A current or previous dating or sexual relationship alone (or the existence of such a relationship with anyone else).
- Attire.
- The buying of dinner or the spending of money on a date.
- Consent previously given (i.e., consenting to one sexual act does not imply consent to another sexual act).

Consent is not effective if it is obtained through the use of physical force, violence, duress, deception, intimidation, coercion or the threat, expressed or implied, of bodily injury. Whether a party used intimidation or coercion to obtain consent will be determined by reference to the perception of a reasonable person found in the same or similar circumstances.

Consent may never be given by:
- Minors, even if the other participant did not know the minor’s age.
- Mentally disabled persons, if their disability was reasonably knowable to a sexual partner who is not mentally disabled.
- Persons who are incapacitated. The use of alcohol or drugs does not diminish one’s responsibility to obtain consent and does not excuse conduct that constitutes sexual or gender-based misconduct under this policy.

If at any time during a sexual act any confusion or ambiguity is or should reasonably be apparent on the issue of consent, it is incumbent upon each individual involved in the activity to stop and clarify the other’s willingness to continue and capacity to consent. Neither party should make assumptions about the other’s willingness to continue.

H. Day. A “day” is a business day, unless otherwise specified.

I. Education record. “Education record” has the meaning assigned to it under FERPA.

J. FERPA. The Family Educational Rights and Privacy Act (“FERPA”) is a federal statute codified at 20 U.S.C. § 1232g, with implementing regulations at 34 § C.F.R. 99. FERPA protects the privacy of student education records. FERPA grants to eligible students the right to access, inspect, and review education records, the right to challenge the content of education records and the right to consent to the disclosure of education records.
K. **Outcome letter.** The “outcome letter” is the notice provided concurrently to the complainant and respondent after the review panel makes a determination that a respondent is “responsible” or “not responsible” for violating the Sexual and Gender-Based Misconduct Policy at the conclusion of the formal resolution process.

L. **Incapacitated.** “Incapacitated” means lacking the physical and/or mental ability to make informed, rational judgments. A person may be incapacitated for a variety of reasons, including but not limited to being asleep or unconscious, having consumed alcohol or taken drugs, or experiencing blackouts or flashbacks.

M. **Investigators.** The “investigators” are neutral fact-finders who are designated by the assigned Title IX deputy coordinator to investigate a complaint. The investigators will be trained annually on (1) reasonable and appropriate investigative techniques and (2) issues related to sexual and gender-based misconduct.

N. **Material sexual misconduct.** “Material sexual misconduct” is sexual and gender-based misconduct that, taking into account the totality of the circumstances, is sufficiently serious and significant to warrant adjudication under, and discipline pursuant to, this policy. Specifically, to determine whether sexual or gender-based misconduct rises to the level of material sexual misconduct, consideration will be given to the following criteria: (1) the type, frequency and duration of the conduct (the more severe the conduct, the less the need to show a repetitive series of incidents, particularly if the conduct is physical), (2) the identity of and relationship between the alleged victim and the respondent, (3) the number of individuals involved, (4) the age and sex of the alleged victim and the respondent, (5) the location of the incidents and the context in which they occurred, and (6) whether there have been similar incidents.

O. **Personally identifiable information.** “Personally identifiable information” (as that term is defined by FERPA) includes, but is not limited to:
   - A student's name.
   - The name of a student's parent(s) or other family members.
   - The address of a student or a student's family.
   - A personal identifier, such as a student's social security number, student number or biometric record.
   - Other indirect identifiers, such as a student's date of birth, place of birth or mother's maiden name.
   - Other information that, alone or in combination, is linked or linkable to a specific student and that would allow a reasonable person in the college community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty.
   - Information requested by a person whom the college reasonably believes knows the identity of the student to whom the education record relates.

P. **Preponderance of the evidence.** “Preponderance of the evidence” is the evidentiary standard used in this policy to determine whether the sum of all the evidence shows that it is more likely than not that a respondent violated the Sexual and Gender-Based Misconduct Policy.

Q. **Respondent.** A “respondent” is an individual who has been accused in a complaint of violating the Sexual and Gender-Based Misconduct Policy.

R. **Responsible employee.** A “responsible employee” is an employee of the college who has the obligation to report to the Title IX coordinator any complaints or allegations of sexual or gender-based misconduct of which he or she becomes aware. Confidential resources are not “responsible employees,” but all other employees are “responsible employees” and are required to share all available information related to sexual and gender-based misconduct with the Title IX coordinator.

S. **Review panel.** The “review panel” is defined in Section 7.02(B). The review panel consists of trained investigators.

T. **Sanction letter.** The “sanction letter” is the notice of sanctions provided concurrently to the complainant and respondent during the formal resolution process when a review panel finds a respondent responsible for violating the Sexual and Gender-Based Misconduct Policy and the Title IX coordinator and appropriate administrator determine sanctions.

U. **Third-party reporter.** A “third-party reporter” is an individual who reports or files a complaint alleging that another individual is the victim of sexual or gender-based misconduct.

V. **Title IX coordinator.** The college’s “Title IX coordinator” is Amanda Estabrook. Estabrook’s office is located in the Campus Life Building, and she may be contacted by phone at 864-597-4047 or by email at estabrookar@wofford.edu. The Title IX coordinator has ultimate oversight responsibility for handling Title IX-related complaints and for identifying and addressing any patterns or systemic problems involving sexual and gender-based misconduct. The Title IX coordinator is available to meet with individuals who are involved with or concerned about issues or college processes, incidents, patterns or problems related to sexual or gender-based misconduct. All allegations involving sexual and gender-based misconduct should be directed to the Title IX coordinator.
The Title IX coordinator will receive regular professional training in resolution practices and procedures. More specifically, the Title IX coordinator will receive annual training on (1) issues related to dating violence, domestic violence, sexual assault and stalking, and (2) how to conduct a fair and equitable resolution process.

W. **Title IX deputy coordinator(s).** The college’s “Title IX deputy coordinators” are:

- Matt Hammett, assistant dean of students for student involvement. Hammett can be reached by telephone at 864-597-4048, by email at hammettmk@wofford.edu or in person on the second floor of the Campus Life Building.
- Amy Lancaster, dean of international programs. Lancaster can be reached by telephone at 854-597-4420, by email at lancasterae@wofford.edu or in person on the first floor of the Michael S. Brown Village Center.

The Title IX deputy coordinators work under the oversight of the Title IX coordinator to assist with the handling of Title IX-related complaints. The Title IX coordinator may, at their discretion, assign a Title IX deputy coordinator as the assigned Title IX deputy coordinator in connection with a given complaint.

The Title IX deputy coordinators will receive regular professional training in resolution practices and procedures. More specifically, the Title IX deputy coordinators will receive annual training on (1) issues related sexual and gender-based misconduct and (2) how to conduct a fair and equitable resolution process.
EXHIBIT E

Sexual and Gender-Based Misconduct Education

Outreach and Prevention

Wofford College is committed to the prevention of sexual and gender-based misconduct and routinely conducts outreach and educational programming designed to increase awareness of the prevalence of sexual and gender-based misconduct involving college-age students and other college constituents, inform the Wofford community about issues related to sexual and gender-based misconduct such as substance abuse and the role of the bystander and promote knowledge of the college’s Sexual and Gender-Based Misconduct Policy.

Training

The college regularly conducts training for its constituents, including the following groups:

- Title IX coordinator and Title IX deputy coordinators.
- Investigators.
- Appeals officers.
- Employees.
- Students.
- Campus safety officers.

These groups are trained, as appropriate and applicable, on such subjects as:

- The Sexual and Gender-Based Misconduct Policy.
- Title IX and related regulatory guidance.
- The college’s responsibility to address allegations of sexual and gender-based misconduct.
- Recognizing and responding to reports of sexual and gender-based misconduct.
- Understanding common and counterintuitive victim responses (during and after an incident) and the effect of sexual and gender-based misconduct on victims.
- Understanding the link between substance abuse and sexual and gender-based misconduct.
- Which employees are “responsible employees” and which individuals and offices are confidential resources.
- Reasonable, appropriate and sensitive investigative and interview techniques.
- Issues related to dating violence, domestic violence, sexual assault and stalking.
- Conducting reliable, impartial and fair investigations and determinations.
Student Organizations Policies

Wofford College recognizes the rights of individuals to associate on campus, and acknowledges that a wide range of campus organizations may enhance the college environment. Therefore, Wofford College encourages organizations to be chartered. Student organizations should contribute positively to the Wofford College community in a distinctive manner and have objectives that correspond to the Purpose of the College. Student organizations should aim to develop students’ intellectual curiosity, independence of thought, maturity of judgment, self-discipline, religious faith and moral character. They should foster citizenship and leadership and promote community service. Organizations should seek a positive and open relationship with Wofford College. In order to foster this relationship with Wofford College, every formal organization should seek formal recognition of the organization through the granting of a charter. Even without a formal charter, Wofford College emphasizes that every organization operating on campus (chartered or informal) is accountable to the following policies and procedures.

Charter Application Process

The duties of the Student Affairs Committee of the faculty, as stated in the faculty bylaws, include the power and responsibility “to grant and/or withdraw charters to all student organizations with due regard to their contribution to campus life, student development and acceptable standards of conduct or impose restriction when organizations fail to serve useful functions or maintain acceptable standards.”

Applications for charters are available online. The Student Affairs Committee of the faculty will accept applications at any time. The committee may seek opinions from existing organizations on charter applications.

A notice of application will be read at Campus Union and Campus Union chamber meetings. Any member of the current student body, the faculty and/or the staff who has an objection or grievance related to an organization applying for a charter must register it in writing with the chair of the Student Affairs Committee so the committee may review it. Once an organization is granted a charter, it may renew the charter at the end of the spring semester by completing an annual report distributed by the Campus Union chamber.

Independent organizations that apply for and receive a charter from the Student Affairs Committee receive specific benefits. This does not mean that those organizations are controlled by Wofford College, or that Wofford College is responsible for the organizations’ contracts or other acts or omissions, or that Wofford College approves of the organizations’ goals or activities.

Relationship Between Student Organizations and Wofford College

Wofford College is a private not-for-profit corporation, and the organizations that apply for charters are not part of that corporation, but, rather, exist and operate independently of Wofford College. Student organizations are not agents, servants or employees of Wofford College, but, rather, independent contractors, which manage their own affairs. The purpose or purposes of a student organization must not conflict with the educational functions or established polices of Wofford College.

Benefits of Chartered Organizations

1. Chartered student organizations in good standing may use college facilities subject to the rules governing such use.
2. Chartered student organizations that lease facilities from Wofford College are subject to all the terms of that lease.
3. Chartered student organizations in good standing may petition the Campus Union for student activity funds or receive funding from student activity fees.
4. Chartered student organizations in good standing may advertise their meetings and fundraisers on campus (subject to the rules of publicizing information as stated in this Student Handbook).
5. Chartered student organizations in good standing may hold fundraising activities on campus (subject to the rules of solicitation and canvassing).
6. Chartered organizations are recognized as members of the Campus Union chamber.

Good Standing and Operation

1. Individuals who join together in a student organization collectively share a common responsibility to themselves, their group and Wofford College. All student organizations will be held responsible by Wofford College for abiding by federal, state and local laws, as well as all college regulations.
2. Nondiscrimination: A student organization is ineligible for chartered status when membership is restricted by reason of age, ancestry, citizenship, color, disability or handicap, gender, race, religious creed, national origin,
political affiliation, sexual orientation or veteran status. Consideration shall be given to organizations that may be exempt from Title IX of the Educational Amendments of 1972 relating to the discrimination of gender. Notwithstanding these requirements, a student organization may restrict membership based on an ability to perform the activities related to the organization’s purpose. In determining cases of discrimination, it is not sufficient to look merely to the constitution of an organization but also to its actual practices and operations.

3. Financial standing: Chartered organizations must not operate with an end-of-the-year deficit or have substantial debt.

4. Annual report: Chartered organizations must complete an annual report form for the college at the end of the academic year. The form is available online and will be distributed through the Campus Union chamber.

5. Judicial standing: Student organizations that have been sanctioned by a body of Wofford College must complete all the sanctions to attain good standing.

6. Student organizations shall not disturb or infringe upon the privacy of the residents in college residence halls, or disturb or interrupt the conduct of classes or extracurricular activities for the purposes of recruiting new members and/or raising funds.

7. Student organizations must send a representative to the Campus Union chamber meeting, which meets on the second Monday of every month during the academic year.

8. The president or student leader of the organization must provide each member of the organization with a copy of these policies and procedures.

Membership

Only currently employed faculty, staff and currently registered students shall be eligible for active membership status in student organizations. All full-time and part-time officially registered students shall be eligible to preside, officiate, vote, officially represent or solicit funds on the campus on behalf of the organization. Only full-time officially registered students shall be eligible to serve as appointed or elected officers.

Fundraising

Organizations may collect dues, initiation fees and donations. They may sell materials related to the purpose of the organization. Funds raised by registered student organizations may be expended consistent with the stated purposes of those organizations. Such funds are subject to local, state and federal laws and to financial accountability. All fundraising activities on campus must be pre-approved by the director of residence life or dean of students or assistant dean of students. No fundraising activities shall conflict with the ongoing business operations or business interests of Wofford College.

Solicitation

Solicitation activities shall be defined as 1) donations without products or services being rendered or 2) activities that raise funds through the direct sale of merchandise or service for the benefit of a student organization or non-college charitable organizations. Student organizations may be required to verify the nature of the charitable purpose or existence of the organization.

Canvassing

- Canvassing is any effort to influence opinions, gain support or promote a particular cause or interest, specifically excluding solicitation or fundraising as defined by current policy. Surveys are not considered canvassing for purposes of this policy.
- Canvassing shall be restricted to 8 a.m.-11 p.m.
- Canvassing may occur in the main lobbies of the residence halls and outside of the dining room, Zach’s and the bookstore.
- Canvassing may not occur in individual residence hall rooms or classrooms.
- Canvassers must abide by all college rules and regulations. Violators will be subject to referral to the dean of students.

Group Responsibility

When persons are functioning in their capacity as members of a student organization, they will be held accountable for their conduct individually and collectively. Any group or collection of a group’s members acting in concert is responsible for the actions of the members. Occasional misconduct of an individual member is not chargeable to the group; however, group conduct exists where:

- Members of the group act in concert to violate the Code of Student Rights and Responsibilities or college policies.
- A violation arises out of a group-sponsored, financed or endorsed event.
- A group leader(s) has knowledge of the incident before it occurs and fails to take corrective action.
• The incident occurs on the premises owned or operated by the group.
• A pattern of individual violations is found to have existed without appropriate group control, remedy or sanction.
• An organization, or members of a group acting in concert, provides the impetus for violation of Wofford College rules, policies and regulations.

Groups will be held responsible for the acts of their members when those acts grow out of or are in any way related to group life. Each organization has the duty to take all reasonable steps to prevent any infraction of college rules and state laws growing out of, or related to, the activities of the organization. This duty is applicable to all members at all times. (All members should be aware that their misdeeds could result in the sanctioning of their entire organization and themselves as individuals.)

If a student organization violates a college policy or a local, state or federal law, the following process shall take effect: a member of the student body, the faculty or the staff of Wofford College shall complete an incident report form. The form shall be given to the dean of students, who will determine what charge shall be lodged against the organization. The president or leader of the organization shall meet with the dean of students to receive the charge. The charge and the organization will be referred to the appropriate body.

Any conduct of a student organization that is not covered by the Code of Student Rights and Responsibilities shall be referred for action to the Student Affairs Committee of the faculty.

Sanctions
Organizations found guilty of violating the Code of Student Rights and Responsibilities, local, state or national laws are subject to one or more of the following sanctions:
• Completion of educational and training programs.
• Loss or suspension of charter.
• Suspension of fundraising activity.
• Suspension of solicitation activity.
• Assessment of reimbursement and/or community restitution related to the offense.
• Loss of use, or restricted use, of college facilities.
• Suspension of the privilege to apply for funds from Wofford College.
• Receipt of administrative warning.
• Referral of individuals and/or organizations to a Judicial Hearing Board. Judicial Hearing Board.
• Receipt of other sanctions as defined in the code or as deemed appropriate.

Organizations charged with violating other policies or procedures of Wofford College shall be referred to the Student Affairs Committee of the faculty. If the committee decides that an organization should be sanctioned, it may choose the sanction(s) from those listed above. Individuals and organizations may appeal the decision(s) of the committee by submitting within three class days a letter requesting a review to the president of Wofford College.

Advisers
All chartered organizations are required to have a faculty or staff adviser. The adviser must be a full-time employee of Wofford College. The purpose of an organization having an adviser is to provide assistance to the officers and the members in accomplishing the group’s goals and have oversight of its activities. The adviser must attend an annual training session. The adviser may assist the organization by providing counsel on specialized subjects in which the adviser is experienced or expert and on general matters relating to the conduct of organization affairs. Advisers are encouraged to offer constructive criticism and guidance. Advisers shall be informed of any judicial proceedings taken with the organization.

Use of Wofford College’s Name and Symbols
Wofford College will allow the use of its name as part of the student organization’s name only if the organization takes appropriate steps necessary to prevent persons and organizations with which it deals from receiving the impression that the organization is part of, controlled by or acting on behalf of Wofford College. The organization shall not use any marks, symbols, logos, mottos or indicia of Wofford College without its express prior written consent. Contact the Office of Marketing and Communications at 864-597-4184 or woffordnews@wofford.edu for more information.
Taxes
An organization shall not use the Wofford College taxpayer identification number or Wofford College’s tax-exempt status in connection with purchases or sales by the organization, gifts to the organization, interest or other income of the organization or any other activity of the organization.

Liability, Insurance and Defense
The organization understands and agrees that Wofford College, its employees and agents will not be liable for any of the organization’s contracts, torts or other acts or omissions, or those by the organization’s directors, officers, members, staff or activity participants. The organization understands and agrees that neither it nor its directors, officers, members, staff or activity participants are protected by Wofford College’s insurance policies or self-insurance plans, and that Wofford College will not provide any legal defense for the organization or any such person in the event of any claim against any of them.

Tobacco/Smoking Products Use Policy
(Adopted Fall 2019)

Background
Wofford College seeks to provide a safe, healthy and comfortable environment in which all members of our campus community can live and work. Wofford College and the American College Health Association support the findings of the surgeon general and acknowledge that any form of tobacco use, whether active or passive, is a significant health hazard. The Environmental Protection Agency and the National Institute for Occupational Safety and Health both have classified second-hand smoke as a known carcinogen (cancer causing). This policy will take effect at Wofford College at the beginning of the fall semester of 2019.

Purpose
To inform the college community of areas where tobacco and smoking product use is prohibited and acceptable.

Policy
I. The use of any tobacco or smoking product is prohibited inside buildings or vehicles that are leased, owned or controlled by Wofford College whether signs are posted or not. This includes, but is not limited to, buildings on college-owned, leased or controlled land, offices, classrooms, meeting rooms, laboratories, residential rooms and apartments, elevators, stairwells, balconies, decks, porches, restrooms, bridges and walkways, sidewalks, hallways, entrances, lobbies and athletics venues.
   a. Marsh, Greene and Carlisle Halls: west of the circle.
   b. Daniel Building: west side of the building.
   c. Olin Building: west side of the building facing the Admission Office.
   e. Greek Village: northwest corner near the fence past House 5.
   f. Cumming Street Facility: rear corner of the parking lot.
   g. Joe E. Taylor Athletic Center: northwest side between the building and the Gibbs Stadium ticket booth.
   h. Jerry Richardson Indoor Stadium: southeast side of the building across the retaining wall toward the Gibbs Stadium video screen.

II. Tobacco and smoking product use is only allowed in the areas designated below. These areas are marked by signage, waste receptacle(s) and seating.
   a. Marsh, Greene and Carlisle Halls: west of the circle.
   b. Daniel Building: west side of the building.
   c. Olin Building: west side of the building facing the Admission Office.
   e. Greek Village: northwest corner near the fence past House 5.
   f. Cumming Street Facility: rear corner of the parking lot.
   g. Joe E. Taylor Athletic Center: northwest side between the building and the Gibbs Stadium ticket booth.
   h. Jerry Richardson Indoor Stadium: southeast side of the building across the retaining wall toward the Gibbs Stadium video screen.

III. “Tobacco and smoking product(s)” include all tobacco-derived or containing products, including, but not limited to, cigarettes (e.g. clove, bidis, kreteks), electronic cigarettes, vaporing devices, cigars and cigarillos, pipes, water pipes, smokeless tobacco products or substitutions (spit and spitless, chew, pouches, snuff) or any other device intended to simulate smoked tobacco.

IV. The solicitation of tobacco and smoking products is prohibited on campus and in all college publications.

V. This policy will be reevaluated in the spring of 2020 to consider prohibiting the use of all smoking and tobacco products on campus beginning fall 2020.

Sanctions
I. Officers with the Department of Campus Safety may issue citations for use of tobacco/smoking products in violation of this policy with a fine of $25 when a violation is noted. Fines will be collected by the Department of Campus Safety. Continual violations of the policy prohibiting the use of tobacco/smoking products may result in additional disciplinary action.
   a. Failure on the part of a faculty or staff member to abide by the policy prohibiting the use of tobacco/smoking products may result in administrative action by the person’s supervisor or the Office of Human Resources.
b. Failure on the part of a student to follow the policy prohibiting the use of tobacco/smoking products will result in increased fines and additional disciplinary action by the dean of students or his/her designee, which could include, but is not limited to, community restitution and monetary fines.

c. Visitors to the campus who repeatedly violate the policy prohibiting the use of tobacco/smoking products may be asked to leave college property.

II. All campus event organizers should inform and advertise to outside groups of the Wofford College’s tobacco/smoking policy.

III. The provisions of this policy apply 24 hours a day, seven days a week to all students, faculty, staff, visitors, volunteers, contractors and vendors unless otherwise noted. Reporting of violations may be made to the Department of Campus Safety. The Department of Campus Safety will report repeat student offenders to the dean of students (or appropriate student judicial board). The Department of Campus Safety will report faculty/staff repeat offenders to the Office of Human Resources or the appropriate provost, dean or vice president.

Administration of Policy

I. Enforcement of the policy is the responsibility of all members of the Wofford community. Faculty, staff and students are expected to uphold and enforce the policy for the health and safety of our campus.