2020-2021
STUDENT HANDBOOK
CARPE DIEM

To seize the day. To grasp the opportunity. To embrace the whole of life. Let these words be your inspiration for personal growth and professional development. Let them guide and fire your imperatives. Let them underline the vigor and enterprise necessary to achieve great victories. Capture the essence of living the full life. Engage the day. This is, indeed the moment. The opportunity may not come again. Besiege the occasion, wage war upon it. For it is the resolute of mind who receive the greatest achievement and the highest fulfillment and reward. Be vigilant and diligent. The genius of life and secret to success is to capture each precious opportunity. For to seize the moment personally is the essence of living a full life – the kind so many desire and so few know how to achieve. 🌹

The Handbook, along with the University Catalogs, outline core policies, rules, regulations, and expectations of all enrolled students. In instances where a conflict exists between the Handbook and the Catalog, the policy outlined in the Catalog shall take precedence. The university may update its policies from time-to-time, including during the academic year. In such instances, policy updates are communicated to the students via the Hub or campus email.

The Student Handbook is produced by the Office of Residence Life and Student Conduct. The last revisions to this document were made on January 18, 2021.
MESSAGE FROM PRESIDENT MICHAEL T. VICTOR

Dear Mercyhurst Student,

I wish you a warm welcome as we enter this new academic year. For freshmen, this is the beginning of a wondrous journey, where you can discover who you are, what you aspire to be, and experience intellectual adventure in all its many forms. For upperclassmen, we look forward to your continued growth and your positive example.

By now, you realize that Mercyhurst will look a little different this year. The COVID-19 pandemic has necessitated that we implement new initiatives designed to keep you safe and healthy. Though we may be wearing masks and physically distancing, we remain ready, willing, and able to convey the Mercyhurst Experience in new and creative ways.

To help guide you along the many avenues of engagement on the Mercyhurst campus, we share this student handbook, which presents the policies, procedures, places, and personnel that help create the culture that is uniquely Mercyhurst. This information is important and we urge you to set aside time to review it. It can help you create a memorable Mercyhurst experience that you will treasure now and in the years to come.

Carpe Diem,

Michael T. Victor, J.D., LL.D.
President
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THE HISTORY OF MERCYHURST UNIVERSITY

Mercyhurst College was founded in 1926 by the Sisters of Mercy of the Erie Catholic Diocese, who trace their heritage to Mother Catherine McAuley, who founded the Sisters of Mercy in Dublin, Ireland.

As Mother Eustace Taylor, RSM, Ph.D., wrote in her 50th anniversary history of Mercyhurst, “Mercyhurst College lived first in the desire and will of a remarkable woman – Mother M. Borgia Egan.” She supervised everything, from raising money to selecting and purchasing a site to educating a sister-faculty to teach at the college level. As first president of the college and later as academic dean, she guided Mercyhurst through its formative years.

Mercyhurst welcomed its first 23 students, all women, on Sept. 20, 1926. The school received its charter on Oct. 5, 1928.

On Feb. 3, 1969, the Board of Trustees voted to admit the first class of men to Mercyhurst. Sr. Carolyn Herrmann, RSM, Ph.D., the first president who was not also Mother Superior of the Sisters of Mercy, led the university through the challenge of coeducation.

Today, Mercyhurst covers more than 120 acres and is the largest piece of unbroken real estate in Erie. More importantly, Mercyhurst – which earned university status in 2012 – has emerged as a major force in the educational landscape of the region, while remaining true to its mission as a private Catholic comprehensive university in the Mercy tradition. The second-largest Mercy University in America, it is consistently recognized as a top-tier master’s university by U.S. News & World Report.

Old Main, the stately English Gothic structure built in 1926, remains the heart of the campus. The campus has grown around it, with the most recent additions being the high-tech MCPc Cyber Education Center, which houses both teaching labs and a MCPc Security Operations Center, and Ryan Hall, a suite-style residence hall that houses more than 350 students.

Mercyhurst opened its first graduate program (administration of justice) in 1978, and today offers 10 master’s degrees and a dozen graduate certificates, many of them available online to students anywhere. Undergraduate and graduate enrollment on the Erie campus is now near 3,000.
MISSION STATEMENT

Vision Statement
Mercyhurst University seeks to be a leading higher educational institution that integrates excellence in the liberal arts, professional and career-path programs, and service to regional and world communities.

Mission Statement
Consistent with its Catholic identity and Mercy heritage, Mercyhurst University educates women and men in a culture where faith and reason flourish together, where the beauty and power of the liberal arts combine with an appreciation for the dignity of work and a commitment to serving others. Confident in the strength of its student-faculty bonds, the University community is inspired by the image of students whose choices, in life and work, will enable them to realize the human and spiritual values embedded in everyday realities and to exercise leadership in service toward a just world.

Core Values
We are . . .

Socially merciful,
Mercy restores human dignity, expands our social relations, and empowers us to reach out in compassion to others.

Globally responsible,
Globalization challenges us to learn how to steward the resources of the Earth wisely and to act in solidarity with its diverse peoples.

Compassionately hospitable,
Mercy hospitality begins with self-acceptance, welcomes peoples of different faith, ethnic, and cultural traditions, and thus builds communities that transcend mere tolerance.

Intellectually creative,
Generous, inquiring, and critical habits of mind, which support the aspirations for excellence manifested within the academic community, encourage us in our lifelong search for what is true, good, and beautiful.

Reflectively aware,
Our Christian environment encourages self-reflection and contemplation of human behavior, promotes balance of mind, body, and spirit, and ultimately offers the opportunity to develop a moral compass for a life of integrity.

Ambassadors of service.
COVID-19 DISCLAIMER

COVID-19, the virus responsible for the current global pandemic, is a highly contagious and potentially lethal virus. Current research suggests that the virus primarily spreads through respiratory droplets released when people talk, cough, or sneeze. However, the full extent of how the virus transmits is unknown.

Community spread of COVID-19 is occurring nationally, including in Erie County, Pennsylvania, meaning the virus is spreading through the community in a way that cannot be attributed to travel to a specific location or exposure to a person known to be infected. In addition, many people who contract the virus may be asymptomatic and unknowingly spreading the virus. While vaccines are currently being made available, it is anticipated that it will be several months before the general population is vaccinated. Additionally, it is not clear how long the vaccine will protect an individual. Therefore, vaccination is not a substitute for compliance with the university’s COVID-19 prevention, mitigation, or testing policies. There is no known treatment for all of the adverse effects attributed to COVID-19.

The University is engaged in numerous efforts to prevent, mitigate, and respond to the spread of COVID-19 on our campuses. Efforts include increased cleaning, implementation of mask-wearing protocols, social distancing measures, and other recommended mitigation strategies.

Despite the University's best efforts, it is impossible to eliminate the risk of positive cases or an outbreak on our campuses. We cannot guarantee that people present on our campuses will not be exposed to and become infected with COVID-19. The risk of exposure and possible infection is real and present in any community environment where large numbers of people are regularly interacting, including college campuses.

Data related to COVID-19 case management is considered an educational record under the Family Education Rights and Privacy Act (FERPA). By enrolling at the university, students understand that that information may be shared with school officials, including contact tracers, member of the COVID-19 response team, Health Center personnel, etc. In addition, the university coordinates with the Erie County Department of Health and other public health departments to prevent the spread of COVID-19 in our communities. This includes disclosure of individuals diagnosed or suspected to be COVID-19 positive to the relevant public health authorities.

Members of the Mercyhurst community are required to comply with all COVID-19 prevention and mitigation guidelines. Given the gravity of the pandemic, all violations are treated seriously. However, some warrant more serious consequences: Providing false information; failure to disclose a potential COVID-19 diagnosis or exposure; providing inaccurate information in the Daily Screening or contract tracing efforts; or failing to promptly comply with quarantine or isolation requirements will typically result in immediate suspension or expulsion.

Up-to-date information on Mercyhurst’s COVID-19 response can be found at www.mercyhurst.edu/covid19.
PLANNING FOR A SAFE AND HEALTHY ACADEMIC YEAR

Every member of the Mercyhurst community is responsible for demonstrating mindfulness, good citizenship, and promoting the safety and wellness of the campus community. The purpose of this policy is to ensure that students comply with regulations, guidance, and best practices for preventing and responding to COVID-19. The University implements and follows COVID-19 prevention and response orders, regulations, and recommendations issued by the Pennsylvania Department of Health and the Erie County Department of Health, as well as the Center for Disease Control, www.cdc.gov.

Health and Safety
We expect that all members of the Mercyhurst community (residents, staff and guests) to act in a manner that demonstrates respect and consideration for those around them, including respect and consideration for the health and safety of all community members. Residential students are required to comply with health and safety regulations adopted by the University as it relates to public health crises, including COVID-19. This guidance will evolve as the public health crisis evolves and may include, but is not limited to, social distancing, limitations on mass gatherings, wearing a face covering, contact tracing, disinfection protocols, limitations on guests into residence halls, and quarantine/isolation requirements (including before or upon arrival to campus). Adherence to health and safety requirements applies to all residents, staff and visitors and extends to all aspects of student life, including bedrooms, bathrooms, community kitchens, lounges, hallways, computer labs, and other common spaces.

Quarantine/Isolation
At any time, the University may request or require a residential student to leave Mercyhurst when that resident’s continued presence in the housing community poses a health or safety risk for community members. Residential students are required to comply with requests from Mercyhurst staff to leave their assigned space due to COVID or other public health emergency and failure to do so is a violation of the code of conduct and may subject a student to removal from their assigned space. In those situations where a student is recommended to self-quarantine or self-isolate, students may not be permitted to continue residing in their residential space and will be provided alternative housing arrangements as needed. Removal from Mercyhurst to isolate or quarantine does not constitute a termination of a residential student’s housing contract. If a student violates the quarantine terms, the student will be subject to severe and immediate sanctions including suspension for the remainder of the semester or expulsion (in these circumstances, there will be no refund of your tuition, fees, room or board).

Cleaning
Mercyhurst will continue to implement and modify its cleaning protocols to address COVID or other public health emergency in the interest of minimizing the spread of disease. Students will be responsible for upholding cleanliness standards and regular health and safety checks will be completed by staff members. All high-touch areas will be cleaned and disinfected routinely in accordance with guidelines issued by the Centers for Disease Control and Prevention (CDC), in spaces that are accessible to employees, students, and other individuals. All pre-existing cleaning protocols established by the university for all other areas and buildings will be maintained. All common areas will be cleaned on a regular basis.

Student Expectations
Additional information regarding COVID-19 and changes to University policy are noted in this handbook. Students should carefully review the COVID-19 Student Conduct expectations highlighted later in this Handbook.
ACADEMIC HONESTY
Students are expected to contribute actively to the development of an atmosphere of academic integrity. Mercyhurst University assumes, therefore, that students will not resort to plagiarism or any other form of academic dishonesty. Students found guilty of willful academic dishonesty may be subject to a broad range of sanctions. At the discretion of their instructor, they may be required to redo the plagiarized assignment, or they may receive an automatic F for the exam/assignment and/or course. Students found to be in collaboration with other students involved in willful academic dishonesty are also subject to disciplinary action.

When an instructor believes that a student has committed an act of academic dishonesty, the instructor will inform the student and complete an academic dishonesty report. The report is filed and kept in the Office of the Provost. On a first offense, the student will be subject to the consequence determined by the individual faculty member. On a second offense, the student will be subject to the consequence determined by the individual faculty member as well as any combination of the following consequences as determined by the Office of the Provost:

- Requirement of additional academic courses
- Requirement to complete a tutorial program of remediation
- Exclusion from participating in student organizations and extracurricular activities, including athletics
- Expulsion from the Honor’s program or any other college-organized honor societies
- Revocation of scholarships granted for academic performance
- Suspension from the University
- Dismissal from the University

Students have the right to appeal if they believe an academic dishonesty allegation is unfounded. A written appeal must be submitted to the Office of the Provost within 30 days of receiving notice from the office regarding this allegation. Appeals will be heard by the Provost or their designee. The final determination in any academic dishonesty case lies with the Provost. Questions regarding academic dishonesty or the appeal process should be directed to the Office of the Provost. Please see the University Catalog for more details on academic dishonesty.

ACADEMIC PROGRESS
All students are expected and encouraged to sustain Satisfactory Academic Progress in their studies at the University.

Students should be aware that Financial Aid may be affected by lack of academic progress. Satisfactory Academic Progress for a full-time student requires:

- Successful completion of a minimum of 67% of attempted credits in the full academic year.
- Earning a minimum cumulative Grade Point Average (GPA) of a 2.0. However, maintenance of the GPA established by academic scholarships and/or the academic department/program in which the student is enrolled is also required.

Students participating in Inter-Collegiate Athletics must maintain academic standards as stipulated by the NCAA. Please see the Athletics section in the University’s catalog.

Definitions of academic progress for the award of financial aid may differ. Each student should consult the University Catalog section titled “Financial Aid” and work closely with Student Financial Services to ensure that there is an understanding of those standards and their implications for financial aid eligibility.

**ACADEMIC PROBATION AND SUSPENSION**

The GPA is used as the foundation for measuring academic progress. Should a student not meet the established minimum GPA standards for academic progress, steps will be taken to alert the student and to more closely monitor their academic performance. In addition to the minimum standards established for the University, some departments have more rigorous standards for students than the basic expectation of a 2.0. If a student fails to meet the University’s minimum requirements, the student will be placed on the appropriate Academic Probation level and receive notice thereof. Academic Probation places a student on notice that satisfactory academic progress has not occurred and that they are in jeopardy of being suspended from the University for lack of progress. Students placed on probation are notified of this status by mail or email after the end of the semester in which performance had fallen below an acceptable level. A student can be suspended or dismissed from the University if they fail to meet the University’s academic progress standards. The Associate Provost for Academic Services & Support, after consultation with the Academic Support & Learning Differences staff, makes all academic probation, suspension, and dismissal decisions. Students on probation are closely monitored by their Faculty Advisors and Academic Support Counselors. Please see the University’s catalog for more on the academic probation process.

**VOLUNTARY WITHDRAWAL (CEASE ENROLLMENT) FROM THE UNIVERSITY**

Students who wish to withdraw officially from the University must complete the cease enrollment process, which includes a brief interview with Academic Support & Learning Differences, loan exit counseling with Student Financial Services, and the cease enrollment form. Students should be referred to the Office of Academic Support & Learning Differences to begin this process. Students may withdraw from the University without grade penalty until the last day of class, but before final exams, in any semester. Tuition refunds will be calculated based on University policy. See TUITION AND FEE REFUND POLICY DUE TO TOTAL WITHDRAWAL. Students who have officially withdrawn and are in good academic standing may apply to the Office of Admissions for readmission during the next regularly scheduled semester or session.

**STUDENT GRIEVANCE PROCEDURES**

Mercyhurst University believes that disputes or problems should be discussed openly; the facts presented and fairly considered to settle the matter efficiently. Differences are usually best resolved amicably and informally through effective communication. If a student has an academic concern related to a course, faculty member, or program, it is best to go to the professor first for resolution. The student can also ask for assistance from their academic or faculty advisor. If these initial attempts to resolve the
dispute are not effective, the student should bring the issue to the Department Chair. If the student is not satisfied with the outcome at the level of the Department Chair, the process would be to go to the Associate Dean and/or Dean of their School. If the School leadership is unable to resolve the issue to the student’s satisfaction, the student should bring the issue to the Vice President for Academic Affairs. In cases where the student is not comfortable going to the Department Chair, Associate Dean, or Dean, they may bring the issue directly to the Vice President for Academic Affairs. All oral and or written materials presented for mediation under this policy will be treated in a way that recognizes the importance of confidentiality and privacy, while also allowing for proper resolution of the issue. Students who wish to file a grievance involving any employee of Mercyhurst University are directed to contact the appropriate department director. If the grievance involves the director, the student may contact an administrator within the respective area. All grievances will be addressed within a reasonable timeframe with notification provided to the student and other involved parties. Any grievances involving concerns of illegal discrimination or harassment would be handled according to the Non-Discrimination policies and procedures published in the Student Handbook.

REGISTRAR’S OFFICE
MICHELE WHEATON, REGISTRAR
MAIN 106, 814-824-2250

The Registrar’s Office maintains the official academic records for current and former students, prepares the academic schedule, and coordinates registration, final grade processing, and graduation. The office is responsible for implementing the academic policies of Mercyhurst University.

Overview
The Registrar’s Office provides the following services: processing transcripts upon students’ written requests; evaluating transcripts; preparing the academic evaluation (degree audit); producing and distributing the course schedule each term; coordinating the registration process; processing grades at the end of each term; entering transfer credit; verifying that a student meets graduation requirements; and ordering diplomas. In addition, the office schedules classrooms for all courses, and prepares and distributes the final exam schedule. The staff is committed to maintaining the integrity of the student’s academic record and protecting a student’s right to privacy. At the beginning of the Fall semester, the Registrar’s Office notifies students of their rights under the Family Educational Rights and Privacy Act (FERPA). Students may access FERPA information at the following site: ferpa.mercyhurst.edu.

Academic Calendar
Copies are available in the Registrar’s Office or on the Mercyhurst University portal. To access the academic calendar, go to the Mercyhurst portal (hub.mercyhurst.edu). Login. From the Academic link at the top of the home page a drop-down menu will allow you to select Registrar. The Registrar home page has a direct link to the Academic Calendar and final exam schedule titled “Important Academic Dates”.

Course Registration
The registration process begins with a conference between students and their faculty advisors. For the registration dates each semester, check the academic calendar or the academic schedule of courses. To register online students, need their advisor’s approval. To register in person students’ needs their advisor’s signature on a class schedule form (this can be found in the Registrar’s Office). During the drop/add period, which concludes one week from the first day of class, students may change their
schedules, i.e. drop a class or add a class. Students who drop a course after the first week, but before
the end of the semester, receive a grade of “W” (withdraw) for the course. The grade of “W” is not
calculated in the grade point average, however, is considered an attempted credit. Before students add
and/or drop a course in any term, or withdraw from the University, they need to check with the Office of
Student Financial Services to ensure that there will be no loss in financial aid resulting from the change
in registration.

**Self-Service For Students**
Self-Service gives students access to online registration and to their academic profile (grades, listing of
completed courses), their individual class schedules, their program evaluation, an unofficial transcript,
and the academic schedule of classes for each semester. Since the program evaluation as seen on the
progress tab provides an updated summary of the status of completion of courses, students need to
review this screen after they have completed online registration. By accessing this data after each
registration, students can verify that they have registered correctly for core and major course
requirements.

To access Self-Service, go to the Mercyhurst portal. Select Self-Service. For technical questions or login
problems contact the Helpdesk at 814-824-3200 or e-mail helpdesk@mercyhurst.edu. Inaccurate
academic data should be reported in person at the Office of the Registrar, Main 106, or by calling 814-
824-2250.

**Change Of Academic Program**
Students who wish to change their academic program (major, concentration, or minor) complete the
“Declaration of Major/Concentration/Minor Form” that is available in the Registrar’s Office. The form is
also available online on the Registrar’s site of the Mercyhurst portal. Login. Select Academics, Registrar.
On the Registrar Student hub there is a link to Student Forms, one of which is the Change of Academic
Major Change Form. Students who need assistance completing this form may go to the Office of
Academic Support.

**Course Overload**
Students who maintain a 3.0 GPA for two consecutive semesters are permitted to enroll in 21 or more
credits per semester. The Office of Academic Affairs must approve all overloads. Consult the course
catalog for additional information.

**Incomplete Grades**
The grade of Incomplete (I) is a temporary grade indicating that work in the course is acceptable, though
a significant or critical portion is not completed due to illness or other grave circumstances beyond the
student’s control. The student verifies these conditions with the course instructor. The incomplete
grade is not used to extend time for course work or for the convenience of the student. Consult the
academic calendar for the date on which the final grade must be submitted to the Registrar’s Office. If
the deadline is not met, the “I” is changed to a grade of “F”.

**Grade Appeals**
Grades received in a course are not changed except for special cases in which the instructor has made
an error. Grade change requests must be initiated within 45 days after the conclusion of the semester
during which the grade was earned, with the exception of the spring semester. Requests to change a
grade earned during the spring semester must be initiated within 45 days after the fall semester has
begun. A grade change requires approval from the Office of Academic Affairs.
Class Attendance Policy
The instructor will define course requirements, including attendance expectations, within the first week of the semester. Freshmen are expected to attend class. Ordinarily, the course instructor indicates attendance expectations on the course syllabus.

Transcript
An official transcript is one bearing the Mercyhurst University seal and the signature of the Registrar. It is issued only upon written authorization of a student. An unofficial transcript does not bear the seal of the University nor the authorized signature. A fee of $10.00 is charged for the issuance of each official transcript. An unofficial transcript is issued without charge. The transcript request form is available online at www.mercyhurst.edu/transcripts

Off-Campus Study
Students currently enrolled at Mercyhurst University may take a maximum of six (6) credits per academic year at another accredited institution, provided that they have not exceeded the total transfer credit limit (80 credits). All course selections must be approved by the Registrar prior to enrollment. If a student wants to enroll in a course to meet a requirement in a major/minor program, permission from the department director is also required. Transfer of credit to the Mercyhurst University academic record occurs only if the student earns a grade of “C” or higher and arranges for an official transcript to be mailed to the Registrar. Please see the course catalog for more details on the transfer policy.

Application For Graduation
To meet graduation requirements of Mercyhurst University, students must successfully complete a minimum of 121 credits in courses, 100-level or above. Graduation requirements for students seeking a Bachelor of Music degree are outlined in the University catalog. Students should refer to the catalog and their program evaluation for core curriculum and major requirements.

Application for graduation is made online through Self-Service by November 30, in the fall semester, of the senior year. The department chairperson reviews this application to report any major course requirements that must be completed by the end of the spring semester. Students who will not complete their studies by the end of the spring semester, but who could do so by the end of the following summer or fall semester, may participate in the May commencement exercises. All degree requirements must be completed in order for graduation to be posted on the transcript. To be eligible for senior awards, students must complete all course requirements by the end of the fall semester of the year in which they graduate. Any change in the student’s graduation status must be reported to the Registrar by March 30.

When completing the online application for degree, please note that unless all coursework will be completed by the end of Spring semester, you should indicate the semester in which you will complete all course work in the box identified as Graduation Term * (for example, XX Summer or XX Fall), NOT the semester of commencement. This information is used to post the expected term in which requirements will be complete. There is an area on the application titled “Commencement Details” for indicating your intent to attend commencement exercises in Spring.

The Mercyhurst University catalog describes the academic policies and procedures of the University. The catalog includes more detailed information regarding academic programs, the core curriculum, academic standards and grades, graduation requirements, as well as other information. Students are
encouraged to keep a copy of the catalog they receive during their first year of study at Mercyhurst and to refer to it as needed. It is also posted on the website.

OFFICE OF ACADEMIC SUPPORT & LEARNING DIFFERENCES
ERICA COX, DIRECTOR
MAIN OFFICE: EGAN HALL 123, 814-824-2299, ACADEMIC@MERCYHURST.EDU

Academic Support & Learning Differences is a collaborative team providing a systematic and comprehensive approach to addressing student academic needs and partnering with faculty to enhance the academic experience. The Office of Academic Support and Learning Differences offers professional advising and academic support to create a “one-stop shop” for students. The Office is committed to collaborative engagement within the campus community in an effort to improve student success, persistence, and retention. Academic Counselors play a significant role at Mercyhurst by working individually with students to help them achieve their academic goals. Academic Counselors also partner with faculty to provide a dual-advising experience to all students at Mercyhurst.

Services
The Office of Academic Support and Learning Differences is the “go to” office for students at Mercyhurst University. Mercyhurst has a unique dual advising system. Each student is assigned an Academic Counselor as well as a Faculty Advisor. Academic Counselors work with students, faculty, and university administrators to ensure a positive experience for all members of our community. They can assist students with most issues they may encounter, such as:

- Managing and arranging all approved academic accommodations
- Implementing academic success strategies and plans
- Navigating the college environment
- Exploring interest areas and majors
- Finding a peer tutor
- Understanding the REACH liberal arts curriculum
- Addressing academic performance concerns
- Making sense of academic procedures and policies
- Connecting with other campus resources

Academic Counselors are available for walk-in visits as well as appointments during their office hours of 8:30am-4:30pm. The Office is located on the first floor of Egan Hall.

Academic Advantage Program
The Academic Advantage program is a structured, inclusive academic program designed to help with the transition to college while fostering skills that encourage academic success and career readiness.

Key features of the program include:

- One-on-one support for students with a professional Academic Counselor throughout their academic career.
- Specialized opportunities for academic and professional skill development.
• Guided development of executive functioning skills to aide in the students' academic and professional success.
• Personalized assistance for clarifying students' educational needs, goals, and potential.
• A progressive program that promotes student autonomy and self-advocacy in their academic achievements and professional development.
• A strong focus on developing executive functioning skills through modeling, campus collaboration, and building a strong rapport with counselors.

This program includes a scheduled weekly meeting with a trained Academic Counselor to develop an individualized academic action plan based on the student’s strengths, abilities, and interests. Services may also include consultations with parents at the student’s request. The Academic Advantage Program is a fee-based service.

Pathways to Academic Success
The Learning Differences Program also offers a pre-college August program called Pathways to Academic Success for Students (PASS) designed to strengthen students’ academic skills and increase their confidence in their ability to achieve in college-level courses. Students live on campus for three weeks prior to Freshman Welcome Week and enroll in a three-credit college course. The PASS program provides students with an opportunity to begin recognizing and coping with the added demands of college coursework.

The Learning Difference Program has been continually advertised and commended by the Princeton Review’s The K&W Guide and Peterson’s Guide to Programs for Students with Learning Disabilities. The most recent Best Colleges On-Line listing of “20 Incredible Colleges for Students with Special Needs” placed Mercyhurst’s Learning Difference Program 9th among the top programs nationwide.

TESTING CENTER
LORI KRAUSE, DIRECTOR
225 HAMMERMILL LIBRARY, 814-824-2538
TESTING@MERCYHURST.EDU

The Testing Center is a free service available to all new and current Mercyhurst students. The Testing Center is located on the main level of the Hammermill Library in room 225. The Testing Center offers a proctored, alternative location for students who receive academic accommodations and require extended time to complete exams/quizzes. The Testing Center is also available for any student who needs to complete a make-up exam/quiz (faculty permission required). Any student using the Testing Center must schedule their exam/quiz at least 3 business days in advance to ensure proper exam arrangements and appropriate testing environment.

The Testing Center also serves as a proctoring site for non-Mercyhurst community members for a fee. Please visit the Testing Center’s HUB page for more information about the Testing Center, hours of operation, and to schedule your exam.
The Tutoring Center offers one-on-one or small group tutoring in most subject areas. Tutors are current students who have demonstrated mastery over the content area. All tutors are recommended or approved by the faculty at Mercyhurst and maintain a high cumulative grade point average. Students seeking tutoring can request a tutor through the Tutoring Center’s HUB page.

The Tutoring Center
LORI KRAUSE, DIRECTOR
223 HAMMERMILL LIBRARY, 814-824-2407
TUTORING@MERCYHURST.EDU

Writing is a central activity for college students, and learning how to write for college assignments is crucial to the success of every student. Mercyhurst’s Writing Center supports student learning and success by providing help to all students at any stage of the writing process, such as:

- Analyzing and understanding writing assignments
- Proofreading a rough draft
- Revising and editing a developed or final draft
- Following academic style and citation methods
- Understanding different writing genres (e.g., lab reports, presentations)
- Working through student-specific questions and writing challenges

Students may bring any project to the Writing Center, such as personal essays, research papers, résumés, business letters, or lab reports. The Center’s writing consultants work with writers interactively and individually in a friendly and supportive environment. The consultants come from a variety of majors, have performed highly in their own writing courses, have been recommended by faculty, and are hired and supervised by the Center’s director. They can help students improve their writing skills in any subject or level.

It is very easy to use the Writing Center:

- **Drop In.** Students can come in during drop-in hours—you just need to show up to the Writing Center during posted drop-in times. Drop-in hours are posted at the Writing Center and on our social media sites each semester.
- **Schedule an Appointment.** Students can schedule an appointment through TutorTrac—consultants also have appointment times that you can schedule. You can get to TutorTrac by going to mercyhurst.go-redrock.com. Instructions are provided on the TutorTrac site.
- **Go Virtual.** Students enrolled in an online course and who cannot make it in to meet one-on-one with a writing consultant can submit their writing project to the Online Writing Center. The Online Writing Center access point is found on the Hub.
The Career Development Center is located on the first floor of Egan Hall. The Mercyhurst University Career Development Center’s mission is to serve students, alumni, and enrich learning opportunities by helping students and alumni integrate academic knowledge, leadership experiences, professional development and active citizenship. We help students to explore, investigate and participate in a variety of career related activities that encourage personal, professional and career development. To fulfill our mission, we offer a number of career related services.

**Career Assessments**
Students who are not sure what path to take can come visit the Career Development Center. The office offers career assessments that can be discussed with one of our career counselors.

**Resume Guidance**
The Career Development Center can assist with creating a new resume or editing a current one. The office stays actively connected to academic departments and businesses in the community to keep up to date on what employers are looking for.

**Cover Letter Guidance**
Students can bring in a job or internship posting and work with a career counselor on a cover letter to send in with the resume.

**Mock Interviews**
Mercyhurst career counselors will sit down with students and go over the interview process for job/internships, graduate school, etc.

**Internships**
In every academic major, there are opportunities to apply the concepts learned in the classroom within an appropriate site. All sites must be approved by the Career Development Center. There is an opportunity to earn class credit for internship experiences. Students can earn credit for internships as well as completing non-credit internships. Contact the Career Development Center for more details.

**Job Fairs**
The Career Development Center hosts a Career and Job Fair each spring. The annual event attracts approximately 90 organizations offering both part and full time position. We also participate in three consortium Job Fairs – The WestPACS Collegiate Job Fair every October and March and the PERC Teacher Job Fair every spring.

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The Mercyhurst University Honors Program provides enriched college experiences to the promising and talented student. The Program seeks to enrich the educational experience of participating students by
offering a curriculum of unusually challenging courses in which discussion is emphasized and in which a
deeper understanding of the course material is the aim. In addition, Honors scholars engage with a
variety of intellectual, leadership, and professional development activities each year through program-
sponsored workshops and events. True to the mission of the Sisters of Mercy, Honors scholars
participate in several service events each year. Community-building honors events organized by the
student-run Honors Council create a unique community of like-minded students on campus.

The Honors scholar who completes the required number of honors courses, service learning hours,
engagement requirements and who completes and presents a successful honors capstone project has
the distinction of graduating from Mercyhurst with University Honors. This distinction is noted on the
student’s transcript and diploma. Students completing the program wear the distinctive white and gold
stole at graduation.

Current students and superior transfer students are encouraged to apply to the program. For an
application, students must contact the Director or the Honors Program Office. To be considered for
admittance, current and transfer students with 12 to 29 credits must have a cumulative GPA of 3.30 and
students with 30 to 59 credits must have a cumulative GPA of 3.40. Students with 60 to 75 credits who
wish to participate must meet with the Director. Such students should realize that adjustments to the
program requirements are exceedingly rare and should be prepared to complete the program
requirements in their entirety.

Current and transfer students interested in applying may contact the Director at jross@mercyhurst.edu
for application directions.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)
Family Educational Rights and Privacy Act of 1974, as amended, (hereafter referred to as FERPA) affords
students at a postsecondary institution regardless of age certain rights with respect to their education
records. These rights are:

- The right to inspect and review education records within 45 days of the day the University
  receives a request for access.
- The right to request the amendment of the education records that the student believes is
  inaccurate or misleading. Students should write the University official responsible for the
  record, clearly identify the part of the record they want changed, and specify why it is inaccurate
  or misleading. If the University decides not to amend the record as requested by the student,
  the University will notify the student of the decision and advise the student of his or her right to
  a hearing regarding the request for amendment.
- The right to consent to disclosures of personally identifiable information contained in the
  student’s education records, except to the extent that FERPA authorizes disclosure without
  consent. Exceptions can be found at ferpa.mercyhurst.edu.
- The right to file a complaint with the U.S. Department of Education concerning alleged failures
  by Mercyhurst University to comply with the requirements of FERPA.

FERPA permits disclosure without consent to school officials with a legitimate educational interest. A
school official is:
• A person employed by the University in an administrative, supervisory, academic or research, or support staff position, including but not limited to health, athletic, or medical staff.
• A person elected to the Board of Trustees.
• A person employed by or under contract with the University to perform a special task, such as an attorney or auditor, or other outside contractor hired to perform a specific function for the institution.
• A person who is employed by the Mercyhurst University Police & Safety Office.
• A student performing work study for the University, or serving on an official committee, such as a disciplinary or judicial committee, or who is assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official is:

• Performing a task that is specified in his or her position description or contract agreement.
• Performing a task related to a student’s education.
• Performing a task related to the discipline of a student.
• Providing a service or benefit relating to the student or student’s family, such as health care, counseling, job placement or financial aid.
• Maintaining the safety and security of the campus

Upon request, the University discloses educational records without consent to officials of another school in which a student seeks or intends to enroll, as well as institutions where the student has already enrolled. Students have the right to request that the University withhold the disclosure of what is known as “Directory Information.” Directory Information is defined as that information which would not generally be considered harmful or an invasion of privacy if disclosed. Mercyhurst University has designated the following as directory information: name, address, e-mail address, telephone number, dates of attendance, class standing, enrollment status (undergraduate, graduate; full or part-time), major or minor fields of study, degrees conferred (including dates), honors received, participation in officially recognized sports and activities, height and weight of athletic team members, photographs, date and place of birth, and most recent educational agency or institution attended.

Directory information may be released without the student’s prior written consent unless the student has requested the directory information be withheld. Please consider the effect non-disclosure may have on future employment and verification of enrollment. Third parties request verification of a student’s enrollment and prospective employers request verification of graduation from the National Student Clearinghouse. If you request that this information be withheld, then your enrollment and graduation status cannot be disclosed. Additionally, withholding directory information means that the University cannot indicate any awards or honors you have received without specific written permission. This includes listing your name and degree in the commencement program. A request to prevent disclosure will remain in effect until changed by the student. Instructions on how to opt-out of having your directory information shared can be found at ferpa.mercyhurst.edu.

FERPA rights become effective once a student attends their first class at the institution.
ACCOMMODATIONS PROCESS

Accommodation Process
Mercyhurst University values inclusion and is committed to the goal of providing equal opportunities for all. Mercyhurst abides by federal, state, and local laws in admissions, employment, and all services and programs provided. Mercyhurst University is committed to complying with its obligations under the Americans with Disabilities Act (ADA) Amendments Act of 2008 (ADAAA), Titles I and II of the ADA of 1990, and Sections 503 & 504 of the Rehabilitation Act of 1973, and the Fair Housing Act to ensure that a person with a disability is granted reasonable accommodations when such accommodations are necessary to afford that person equal opportunity to obtain a Mercyhurst education and use university facilities.

In order to receive accommodation through the university, the requesting individual is required to complete the Online Accommodation Request Application and submit supporting documentation from a medical or other qualified provider for review by the Mercyhurst University ADA Committee. Processing of accommodation requests begins after both the Online Accommodation Request Application is completed and the appropriate supporting documentation is received. The ADA Committee will make the determination whether a covered disability exists. In cases where a covered disability exists, the ADA Coordinator will begin working with the requesting individual in an interactive process to provide reasonable accommodation. Please note that the university cannot provide accommodation that is not requested through this process.

Steps to Request Reasonable Accommodations

1. Complete the Online Accommodation Request Application:
   https://augusta.accessiblelearning.com/s-Mercyhurst/ApplicationStudent.aspx

2. Obtain supporting documentation from a medical or other qualified provider (such as a doctor, psychologist, psychiatrist, etc.) that demonstrates credible assurance of a disability issue and directly supports the request for accommodation. Supporting documentation is kept on file with the ADA coordinator for verification purposes.

Supporting documentation should:
- Be written on letterhead from the provider or facility; be legible and clear.
- Include the requesting individual’s full name.
- State the specific disability and date of diagnosis.
- Describe the diagnostic methodology used to identify the specific disability.
- Describe the expected progression and/or stability of the disability.
- Include recommendations to allow the requesting individual to participate fully and equally in the activity or program.
- Include the appropriate official signature and contact information for the associated provider or facility.
3. Submit supporting documentation via one of the options listed below:

**STUDENT or EMPLOYEE**
- Upload with the Online Accommodation Request Application
- Email: ADA@mercyhurst.edu with the requesting individual’s name in the subject line of the email

**MEDICAL or QUALIFIED PROVIDER**
- Fax: 814-824-2020 Attn: Susan Reddinger, ADA Coordinator

The university will carefully review information and documentation provided by the requesting individual and analyze each person’s individual needs. The university will engage in an interactive process to determine what accommodation may be reasonable and appropriate under the circumstances. The university need not provide accommodation that would fundamentally alter the essential characteristics or nature of a program. Likewise, the university need not provide the exact accommodation requested by the individual. The university may provide alternate accommodation as long as it is reasonable and appropriate to make the university’s programs, activities, services, and facilities accessible to that individual.

If the documentation provided does not meet the university’s requirements, it will not be accepted as the official documentation. The requesting individual will receive notice and will be asked to provide alternative supporting documentation. Individuals requesting additional accommodation after their initial approval may be asked to provide additional documentation.

**Appeal Process**
If the requesting individual is not satisfied with the determination of the ADA Committee, that individual may submit an appeal within seven calendar days of the decision. Appeals should be submitted to the ADA Coordinator at ada@mercyhurst.edu. Appeals will be reviewed by an ADA Appeals Committee, composed of relevant senior administrators.

**Grievance Procedure**
Any individual who believes they have been denied the protections provided for in the Non-Discrimination Notice by the university should download and submit the Non-Discrimination Grievance Form to the ADA Coordinator. This form is available on Mercyhurst’s [Nondiscrimination Policy](#) page. Should you not be able to complete this form online, a verbal complaint may be made to the ADA Coordinator at 814-824-2362 or a written complaint may be submitted by email to ada@mercyhurst.edu.

**OFFICIAL COMMUNICATIONS**
Mercyhurst University recognizes many forms of communication for official university business. University officials may utilize written documentation, telephone conversations, and Mercyhurst-issued e-mail accounts or Web documents as formal forms of communication. Official University business includes all actions of the University including but not limited to providing general information, course information, student conduct notices, and administrative notices from the University.
Mercyhurst University provides e-mail accounts to students; these are recognized as official document and notification addresses for University communications. All students are responsible for checking their Mercyhurst-issued e-mail accounts and are held accountable for the contents of e-mails issued by the University.

NON-DISCRIMINATION POLICY
Mercyhurst University values diversity and is committed to the goal of achieving equal opportunity for all. For that reason, Mercyhurst abides by federal, state and local law in admissions, employment and all services and programs provided.

Mercyhurst does not unlawfully discriminate on the basis of race, color, religion, creed, sex, citizenship status, ancestry, national or ethnic origin, age, familial status, sexual orientation, gender identity or expression, physical or mental disability, military or veteran status or any other legally protected characteristic or because of any individual’s legally protected activities.

Mercyhurst complies with federal, state and local legislation and regulations regarding nondiscrimination. This policy applies to faculty, administration and staff, applicants for employment, students and applicants for educational programs and activities.

SEXUAL HARASSMENT POLICY
Mercyhurst University policy prohibits sexual harassment against any faculty, administrator or staff member, applicant or student. Respect for the dignity and worth of each individual is a precept of the University. All persons will be held to standards of conduct ensuring that all members of the Mercyhurst University community are free from sexual and other forms of harassment. Nothing in the policy is meant to limit the rights of an aggrieved person to seek relief in a state or federal court of law. The term “harassment” refers to behavior that is not welcome, that is personally offensive, and that fails to treat others with dignity and respect. The following will be taken into account when considering sexual harassment:

Any harassment based on the gender or sexual preference of the offended individual, including unwelcome sexual advances, requests or demands for sexual favors, and other verbal or physical conduct will be considered sexual harassment.

Each member of the University community must understand that even thoughtless or unpremeditated behavior can have the effect of harassment. This effect may or may not constitute sexual harassment.

Even consenting relationships between persons, when a power differential exists, are discouraged; charges of sexual harassment may be raised, even if both parties had initially consented to the relationship. A power differential may exist even among members of the same group (i.e. two students).

Mercyhurst University prohibits sexual harassment, including sexual violence. The following person has been designated to handle inquiries regarding the non-discrimination policies and to serve as the overall campus coordinator for purposes of Title IX compliance: Dr. Laura Zirkle, Interim Title IX Coordinator and VP for Student Life, 314 Old Main, 814-824-2362, titleix@mercyhurst.edu. The following individuals have been designated as deputy Title IX coordinators: Stacey Gaudette, Assoc. Athletic Director, Baldwin
STUDENT LIFE
LAURA ZIRKLE, PH.D., VICE-PRESIDENT
314 EGAN HALL, 814-824-2262

Mercyhurst University is a community of learning dedicated to the lifelong development of the whole person in the context of our Mercy heritage and Catholic tradition. The Division of Student Life is an integral part of our students’ education and emergence into a life of personal development, maturity, and responsibility. The division also supports our students by offering health and counseling services, career services, community service and worship experiences, and a variety of leadership opportunities. The division celebrates the diversity of those who make up the Mercyhurst community. Live to learn, learn to live.

CAMPUS INVOLVEMENT CENTER
SARAH ALLEN, EXECUTIVE DIRECTOR
203 STUDENT UNION, 814-824-2089
CAMPUS INVOLVEMENT CENTER, 814-824-3643

As a focal point of campus activity, the Sr. Carolyn Herrmann Student Union is available for use by all members of the campus community. Housed on the main level of the Student Union are the Service Learning Office, Campus Ministry, the Great Room and the Marion Shane Herman Union Building (HUB) Commuter Lounge and Study Space. Upstairs from the main level are the Campus Involvement Center, Mercyhurst Student Government Chambers, and Prince of Peace Chapel. Housed within the lower level of the Student Union are the offices of Mercyhurst Student Government (MSG), the Multicultural Activities Council (MAC), the Student Activities Council (SAC), The Roost, Laker Inn and Luke’s Landing. An ATM is located on the south side of the Student Union and is available 24 hours a day, 7 days a week.

For a list of upcoming Recognized Student Clubs/Organizations (RSCO) events, go to the Student Activities calendar on the Student HUB page. For more information about the Campus Involvement Center, including building hours of operation and information on RSCOs, commuter student news, Leadership Development Program, and Virtual Activities, please visit the Campus Involvement Center, 814-824-3643.

Mercyhurst Student Government (MSG)
Through its elected officers and senators, Mercyhurst Student Government is the voice of all students at Mercyhurst University. MSG consists of seven Executive Board members (President, Vice President,
Treasurer, PR Coordinator, SAC Chair, MAC Chair and Events Coordinator) and a Senate which has 10 Academic College Senators (two from each college) 8 Recognized Student Club/Organization (RSCO) Senators (two from each interest area) and 8 Class Senators (two from each class). MSG is always working to improve student life through projects such as providing free EMTA shuttle transportation, bringing distinguished speakers, requesting TVs in the REC Center, Sport Court, Luke’s Landing and designing and implementing a Mercyhurst mascot! MSG acts as a liaison between students and the administration, highlighted most prominently by the MSG President serving as a voting member of the Mercyhurst Board of Trustees. MSG also recognizes and provides financial support to all Recognized Student Clubs/Organizations (RSCOs). It is a multifunctional organization serving the Mercyhurst community as well as the City of Erie. All students are invited to become involved with student government at any level by emailing the PR Coordinator at msgpr@mercyhurst.edu, or by attending an MSG meeting every other Monday evening at 8:00pm in the MSG Chambers, 2nd floor of the Student Union. All meetings are open to the entire Mercyhurst community. For more information about MSG, check us out on social media!

The Multicultural Activities Council (MAC) and Student Activities Council (SAC) are the two programming arms of MSG. They are the primary student programming organizations on campus whose function is to provide activities that will enrich the University community both socially and culturally. MAC & SAC are composed of ten student leaders. All students are encouraged to participate in MAC & SAC by planning events and participating in activities, which are generally held on Friday and Saturday evenings throughout the academic year. Some of SAC’s many activities have included athletic tournaments, dance parties, movies, coffee houses, comedians, bands, hypnotists, and spirited competitions for athletic events. MAC’s many activities include culturally or inspirationally themed events, such as food sampling, dances, awareness weeks, and are often in collaboration with other groups on campus. Special events such as formals and fests are also held throughout the year, in conjunction with MSG. To become involved in any of these groups, students should stop by the offices, located on the lower level of the Student Union. Collaboratively, these two organizations, along with MSG plan large scale annual events such as Homecoming and Springfest. General meetings are held monthly and are open to the entire Mercyhurst community. Are they now? New ideas and faces are welcomed and appreciated. For more information about these organizations, check us out on social media!

Recognized Student Clubs/Organizations (RSCOs)
RSCOs offer events and activities designed for fun and camaraderie; and are great ways to meet other students who share common interests. Getting involved on campus is also a great way to develop leadership skills and is an excellent resume builder for that first job after graduation. The university has more than 80 RSCOs that focus on a wide variety of interests. A current list of RSCOs can be found on the Mercyhurst University Website. Students can create a new RSCO by accessing the RSCO application form on the HUB page.

Leadership Development Program
The Leadership Development Program (LDP) is multi-level, non-credited program designed to recognize and shape the leadership potential of undergraduate students. LDP allows students to develop specific leadership skills as well as notice their own leadership interests and styles. LDP is an active, high quality leadership-training program that consists of live speakers, workshops, breakout sessions, and a variety of leadership activities. The program is designed to have students working together to learn about leadership and grow as a unit. Students are expected to attend and complete all requirements in order to be inducted into the LDP. The skills that the students learn will advance their abilities in both their...
professional and personal lives. Throughout their experiences in the program, students will build networks with other student leaders and will create a strong leadership component for their resume. If you would like to learn more about LDP, please stop by the Campus Involvement Center.

**Emerging Leaders**
Emerging Leaders is a one-day program that facilitates students in understanding their own leadership potential. Students are selected per professors’/staffs’ recommendations. The program assists students to learn a basic understanding of leadership and helps encourage students to take further steps in developing their own leadership skills through the Leadership Development Program (LDP). The Leadership & Outreach Coordinator follows up with students involved in the Emerging Leader program to see the progress that has been made by each individual through their roles in clubs and organizations on campus.

**Commuter Student Services**
Students who commute to campus from the surrounding region are valued members of the Mercyhurst community and offer a unique perspective to campus life. As a commuter student, please know that you are more than welcome to share your energy and enthusiasm by getting involved in some of the wonderful activities and organizations Mercyhurst has to offer! The time that you spend participating in the cultural, spiritual, and recreational activities can be as rewarding and vital to your education as your academic experiences.

Commuter Student Services assists commuter students with involvement, sense of home, and ease of access at Mercyhurst by providing professional staff support, commuter-only spaces, and resources for students to feel supported while on campus.

The Commuter Lounge is located on the first floor of the Carolyn Hermann Student Union. It is a comfortable place to study, hang out with friends in between classes, or simply relax.

The Commuter Lounge offers a range of amenities, including a large-screen television with ROKU access, microwave, and refrigerator.

Additionally, a quiet study room located inside the Commuter Lounge is available exclusively for commuters to use. The lounge is open during the Student Union building hours.

**COMMUNITY ENGAGEMENT**

COLIN HURLEY, DIRECTOR
EGAN 206, 814-824-2471

The Carnegie Foundation for the Advancement of Teaching defines community engagement as “the collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.” The mission and core values of Mercyhurst University build upon a rich history of learning and serving “beyond the gates” of the institution. In an effort to be an excellent steward of institutional resources and understand the plethora of ways the institution engages with the community while providing direct assistance to faculty members – who prepare hands-on learning opportunities for students – with various approaches to their own scholarly engagement with the community, a Community Engagement department is a resource and conduit for the university.
community in this way. The department director reports to the VP for Mission and works with many other individuals, offices, and community partners in order to support students’ community engagement activities at the university.

Service-Learning is a major element of Community Engagement. It is both a teaching and learning strategy where meaningful community service is integrated with instruction and reflection to enrich the classroom learning experience. This type of experiential learning teaches civic responsibility and strengthens communities. At Mercyhurst University, there are a variety of courses, highlighted by the 1-credit BTG course requirement, which utilize service-learning for pedagogical and mission-related purposes. Some students participate in project-based service-learning where others complete a minimum number of hours of service through a non-profit community-based agency. In both cases, the course instructor incorporates the service experience into the class through reflection techniques, discussion, or research papers. The Assistant Director facilitates service-learning programming and related community placements for students with support from the Director.

Community Engagement in the Student Union is the primary physical location on campus for students to seek out service opportunities. In collaboration with Campus Ministry, students are afforded opportunities to participate in and even co-coordinate local and national service trips – ranging from overnight immersions to week-long alternative break trips – that create co-curricular service and learning opportunities.

The department annually hosts or co-hosts a national service staff member (Lake Effect Leader AmeriCorps*VISTA) who helps to coordinate special campus and community-based service projects and programming. The department also coordinates the off-campus community service federal work study program.

MULTICULTURAL STUDENT SERVICES
STUDENT UNION, 824-2369

The Multicultural Student Services Office assists with the educational, cultural, social and personal needs of all students, with special emphasis on ethnicity, gender, and minority issues. The primary focus of the center is to aid in the development of tomorrow’s leaders and scholars. Other areas of focus for office are:

- To create campus-wide awareness of diversity
- To positively influence recruitment and retention of students
- To expose the cultural richness found in color, gender, national origin, creed, lifestyle and sexual orientation
- To foster a safe environment for all students to learn and develop multicultural competencies

The Multicultural Student Services Office advocates for educational growth through scholarship, leadership and service. We strive to implement retention and personal enhancement programs that are instituted to promote academic success, professional development and social awareness

The services, programs/activities and workshops offered by Multicultural Student Services Office reflect the diversity of our student population.
The Counseling Center offers a variety of services and programs designed to support and enhance students' well-being and personal growth. Services are directed toward helping students develop confidence and insight, resolve conflicts, and improve coping skills, all of which assist the student in having a successful college experience.

The professional counseling staff provides individual and group counseling, crisis assistance, and various outreach programs and consultations. An hour is kept open each afternoon for students experiencing urgent issues that cannot wait for a scheduled appointment. A consulting psychiatrist may assist with medication issues for students engaged in ongoing counseling. The Counseling Center makes referrals to other professionals and agencies as the need arises or when requested to do so. Counseling services are confidential and free of charge to currently enrolled students. The Center is open throughout the business day, Monday through Friday, during the main academic year. Counseling sessions usually last about 45-50 minutes. Students simply call the Center to schedule an appointment. Many of the issues that students present are those that occur as part of the normal transition of leaving home, entering adulthood, and developing healthy, significant relationships. Concerns include:

- Stress
- Anxiety
- Depression
- Relationship issues
- Loneliness
- Disordered eating
- Self-confidence
- Self-harm
- Anger
- Grief/loss/trauma

Whatever the presenting problem, counseling is intended to enable individuals to more fully and successfully engage in their life at Mercyhurst University, as well as better prepare for life after college.

Students may walk-in during the daily Urgent Hour for a situation that will not wait for a scheduled appointment, or at any time during normal business hours if there is an emergency involving immediate safety concerns for self or others, recent crisis involving the death of a family member or crime victimization. Students requiring after hours or weekend assistance for similar emergencies can reach an on-call counselor by contacting Police and Safety at 814-824-2304.

The Cohen Student Health Center provides primary health care for illnesses and minor emergencies. Students are seen for a wide-range of issues including upper respiratory illness, various digestive
problems, sleep or appetite issues, minor injuries, management of chronic health conditions, allergy shots, TB testing, and many other concerns. Excuses for illnesses/absence from class are not written; it is the responsibility of the student to notify his/her professor about any absence from class and schedule an appointment to be seen in the Health Center.

Health education is also provided with a holistic focus on wellness and helping students take charge of their health. The Health Center services are confidential and free of charge to all registered students, and students call 814-824-2431 to schedule an appointment.

The Health Center is open Monday through Friday during business hours. Physician hours are available a few hours each day, and students are encouraged to schedule early if they feel a doctor appointment is needed. Nursing staff is available by appointment throughout the day. In order to better serve the student, it is critical that the student has a completed Health Record on file at the Center which includes information from the student’s family doctor. This form can be obtained electronically at the Health Center site on the Mercyhurst HUB, or in person at the Health Center.

All incoming freshman and transfer students, as well as first year graduate students, must complete and submit the student Health Record prior to coming to campus. This Record contains results of a recent physical exam, immunization history, and a screening to assess risk for TB. If the student meets risk criteria for TB as developed by the American College Health Association, the student must provide proof of a recent Tuberculin PPD skin test. If the result of the skin test is negative, the student will be in compliance with campus policy. If the result of the skin test is positive, the student must submit a physician verification that a chest x-ray was given as well as documentation of any additional follow up. New students must also provide proof of the measles, mumps, and rubella vaccine series. Finally, any new students who plans to reside in campus owned housing must provide proof of a meningitis vaccine, or demonstrate a reason to waive this requirement.

The Health Center refers students to area specialists as needed. Students requiring medical care after-hours or on weekends can identify available community resources by consulting the Health Center site on the Mercyhurst HUB or speaking with Residence Life staff. In the event of a medical emergency, students are sent to one of the three area hospitals. It is very important that each student has a copy of their health insurance card with them on campus should they need it for health services required off-campus.
OTHER SELECTED SERVICES

BOOKSTORE
DAN CULLEN, MANAGER
814-824-2395

The Mercyhurst University Bookstore and Coffee Bar, “Where We Proudly Brew Starbucks Coffee,” is located at 4110 Briggs Avenue. There are entrances on both sides of the building: the tower entrance, which faces the inner campus area, and the Briggs Avenue entrance. It is the center for purchasing all necessary school supplies. The bookstore carries all your textbooks needs. We try to have as many used books for our students as possible. Some books can be rented in store or online through Student Planning. We also offer some titles in a digital format. At least two weeks before the start of class we link the most current booklist to all courses on Student Planning or on the Bookstore website. We have a wide variety of notebooks, art supplies, and writing materials. There are many gift items available in the bookstore, such as hooded sweatshirts, T-shirts, shorts, sweatpants, greeting cards, mugs, glassware, and gift cards. You can shop for the latest Mercyhurst clothing and gifts online at https://bookstore.mercyhurst.edu.

We accept a variety of payment methods, including the Mercyhurst OneCard, cash, personal checks, and all major credit cards. Ten days prior to the start of class you can also charge your textbooks to your student account as long as you have a credit balance. The last day you can charge books to your account is 7 days after the start of fall and spring term classes. You simply come to the bookstore and we can check to see if you do have a credit balance or not from the daily list we receive.

There is a 24-hour accessible PNC Bank ATM in the bookstore lobby. During the academic year the bookstore is open Monday-Thursday 7:30 am – 5:00 pm, Friday 7:30 am – 5:00 pm, Saturday 10:00 am – 5:00 pm, Sunday CLOSED.

CAMPUS MINISTRY
REV. JAMES E. PISZKER, INTERIM DIRECTOR/CHAPLAIN
STUDENT UNION, 814-824-2467
CAMPUS MINISTRY LOUNGE, 814-824-2429

Campus Ministry acts as the locus for spiritual life on campus. Grounded in its Catholic identity and Mercy tradition, Campus Ministry also extends outreach to students from other Christian and religious backgrounds as well as those who have no faith tradition. Campus Ministry offers a rich variety of prayer/worship opportunities, spiritual guidance, community-building and service opportunities. Located on the main level of the Carolyn Herrmann Student Union, the Campus Ministry lounge has traditionally been a place of gathering, offering warm hospitality and a welcoming environment.

Campus Ministry offers spiritual practices that include daily and Sunday masses, the Sacrament of reconciliation, the RCIA process, a chapel choir, liturgical ministries and weekly devotional practices such as the rosary, lectio divina and Eucharistic exposition. Our office also provides periodic prayer services, weekly Christian fellowship, bible studies, a variety of retreats (including our well known and highly praised Carpe Diem retreats), interfaith activities, individual pastoral counseling and spiritual direction,
special prayer services and memorials, a variety of community-building activities and many opportunities to connect with local faith communities.

Those who wish to express their faith through service may become involved in a variety of local service opportunities including soup kitchen service, Habitat for Humanity and a dynamic Catholic retreat ministry for local youth. Several annual local, national and international service trips are also coordinated through Campus Ministry in collaboration with Service Learning. Social justice issues are addressed through student groups focusing on peace and justice, human rights and pro-life activities. Campus Ministry’s many student leaders offer servant leadership and spiritual mentorship to the student body. Our office is also responsible for scheduling weddings for students, alumni and staff in Christ the King Chapel. For complete details of activities as well as a calendar of events, please sign up to receive our weekly e-bulletin. Campus Ministry is also active on social media.

INFORMATION TECHNOLOGY HELP DESK
LIBRARY, 824-3200

Information technology is a vital part of the University experience. The Information Technology Department (IT) provides a reliable network with robust network services for the entire Mercyhurst community. Whether using campus computers or a personal computer to access the Internet or campus online services, students rely on their ability to get connected. All campus housing is equipped with a wired network connection for each student. Wireless access is available across the campus and in all student residences. Students may provide their own personal computers. All student computers must be protected against viruses, spyware, and other malicious software (malware). To accomplish this, computers connecting to the Mercyhurst network must have current operating system software, security patches, and activated and updated anti-virus software.

The IT Helpdesk assists in troubleshooting computer and network issues. Student staff and Res Techs are available to evaluate, diagnose, and resolve software and connectivity problems. It is recommended that students arrive on campus with a good warranty and reinstallation information on necessary to rebuild their system. **Please note that the IT Help Desk will be remote for the Fall 2020 semester.

Information about IT staff, services, and standards can be found on the hub.mercyhurst.edu under Services and then Information Technology.

DINING SERVICES
KATIE BOYD, GENERAL MANAGER
GROTTO COMMONS, 814-824-2197

Mercyhurst Dining understands that dining is an integral part of the college experience. We offer a variety of dining experiences and flexible options to satisfy the many different lifestyles and tastes on campus.

Grotto Commons
The Grotto Commons offers the students a variety of culinary options made with only the freshest and finest of ingredients. Students can use their Anytime Dining Meal Plan, Block Meal Plan, Bonus Bucks,
cash or credit card to purchase a meal filled with delicious and nutritious culinary offerings. Savor Spoon & Fork, with daily comfort foods; the Deli – full of freshly sliced meats and cheeses; enjoy several offerings from The Oven station with menu items baked in the open brick oven, featuring made from scratch pizza dough; Bravissimo for open display cooking or The Grill. The Grotto Commons also features a Clean Plate station, a certified allergen friendly station. The Clean Plate offers confident options for those with allergen and dietary concerns. Please see the Chef for specific requests.

Laker Inn
Located on the lower level of the Hermann Student Union, the Laker Inn provides a special food court dining experience to the students and guests every day.

501 Grille
The 501 Grille offers a variety of menu items served small plate style. The food is prepared in front of guests, from our Wok, Smoker and Rotisserie.

The Roost
Our own Irish pub offers traditional Irish fare and a variety of beverages to satisfy all.

If you have any questions or need more information, please stop in any Dining Services office anytime, or call us at 814.824.2197

STUDENT FINANCIAL SERVICES
CARRIE NEWMAN, DIRECTOR
OLD MAIN 115, 824-2288

The Office of Student Financial Services (SFS) is committed to the pursuit of excellence as follows:

- In serving students by providing timely and appropriate information about application processing for scholarships, grants, loans and work-study.
- In providing the maximum and most favorable financial aid resources available to attract and retain students at Mercyhurst.
- In counseling and advising students on their costs and financial planning, as well as their financial aid rights and responsibilities before and during enrollment and after graduation.
- In providing student bills and pertinent educational tax statements (1098-T, 1042-S, etc.) required for federal and state income tax annual filing.
- In initiating and implementing efficient and student-friendly procedures that add value to its business processes and services.
- In ensuring integrity in the administration of all student aid programs.

Please consult the University Catalog for a full list of policies, procedures, and information related to financial aid, billing, and the official tuition and fee schedule.
STUDENT EMPLOYMENT
HUMAN RESOURCES
THIRD FLOOR TOWER, 814-824-2423

The Student Employment Program provides jobs for full-time students to help pay for their education-related expenses. These jobs are part-time positions that are available throughout the academic year and summer. On-campus job opportunities are posted on Handshake. Students should log onto their Handshake account and search “Mercyhurst University” to view and apply for available jobs. Students may contact Career Development Center for questions about Handshake.

Student employment information (employment paperwork, payroll information, etc.) can be found on the Human Resources Student HUB Page under the Services tab. At times, student employment opportunities are available on the Human Resources Student HUB page.

Students may use their Federal Work Study as part of their student employment. The Federal Work Study award is a type of federal funding that a student may be eligible to receive by filling out the Free Application For Federal Student Aid (FAFSA). Students may contact Student Financial Services for FAFSA and award information.

MAILROOM
PRESTON HALL, 824-2396
MAILROOM@MERCYHURST.EDU

We are pleased to offer assistance in shipping and receiving services to the Mercyhurst community. Our qualified staff is willing to answer questions you may have while assisting you with your needs. We welcome the opportunity to help you with all your mailing needs.

Mailroom services include but are not limited to...

- Receive, sort, and distribute interoffice mail
- Receive, sort, and distribute US Postal Service (USPS) incoming letter mail
- Meter, sort and ship USPS outgoing letter mail
- Ship UPS packages
- Receive packages from UPS, USPS, DHL, FedEx, W.B. Mason and Staples
- Prepare and process bulk mailings

Mailbox Information
Students will no longer use mailboxes. All mail is sorted and put into folders in the Mailroom. All mail can be picked up at the Mailroom during business hours. A photo ID is required to pick up letters. Students will not be notified of letter mail.

Package Information
Students receiving a package will be notified via email when it has been processed. All packages will be available for pick-up at the mailroom after 1:00pm. A photo ID is required when picking up packages.

Campus Address
The campus address is as follows:
For Forwarding Mail
The Mailroom does not forward mail during breaks or over the summer. It is strongly recommended that students file a Temporary Forwarding Address with the United States Postal Service. This will have items that would be sent to them at their permanent address forwarded to their college address. The United States Postal Service will have more information on Temporary Forwarding forms and regulations. DO NOT file a change of address with the USPS. Students cannot use their college address as their new permanent address, this will present a problem when the individual leaves the college for the summer, moves off campus, or graduates.

POLICE & SAFETY
DJ FUHRMANN, CHIEF
LOWER LEVEL MCAULEY HALL, 814-824-3911

The Police & Safety Department’s primary responsibility is the safety of the Mercyhurst University community and the security of the University and University community assets. Other responsibilities include the investigation of criminal incidents occurring on campus.

All matters relating to institutional or student safety and security are reported directly to the Police & Safety Department for appropriate action. The Police & Safety Office is located in the lower level of McAuley Hall and may be reached at the phone number listed above.

Silent Witness Program
If you would like to anonymously report a crime, safety violation, or hazardous condition, visit the Police & Safety Website on the Mercyhurst HUB. This will give you access to the Silent Witness Program. You can then click on and print out the Silent Witness Form, fill it out, and forward it to the Chief of Police at the Police & Safety Department. All provided information will remain strictly confidential.

Parking/Motor Vehicles
Every student who brings a vehicle to and parks a vehicle on campus property MUST register that vehicle with the Police & Safety Department and MUST have a Mercyhurst University parking permit issued and affixed to the registered vehicle. Associated vehicle registration fee will apply. The person registering the vehicle must be the registered owner or an immediate family member of the registered owner. Any person registering a new vehicle must provide a student ID card or driver’s license, a current state registration card and proof of insurance prior to being issued a parking permit. Mercyhurst University assumes no responsibility or liability for loss or damage to any motor vehicle parked on Mercyhurst University property.

The enforcement of parking regulations and vehicle traffic control is maintained by assessing penalties in the form of fines and through campus vehicle registration. Vehicles may be towed when parked in designated tow-away zones or handicap spaces, during snow emergency removal operations, and/or when otherwise necessary. A wheel locking device (boot) may be placed on a vehicle’s wheel to prevent
movement if it is determined that the driver is a chronic offender, or if the owner or operator of a particular vehicle fails to pay fines that have significantly accrued.

The entire parking rules and regulations booklet can be found at the Mercyhurst University HUB. Freshman residents are not permitted to bring vehicles to campus.

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**ONECARD OFFICE**

John Patterson, Director
Lower Level McAuley Hall, 814-824-3640

A Mercyhurst University identification (ID) card or “OneCard” is the key to accessing most of the available services on campus. It is a student’s dining, library and point-of-sale purchase or debit-like card. Students will have instant access to all cold drinks in the vending machines. All multifunction print stations (MFD) will accept the card and can select allotted prints or access the student’s Laker Loot account when their free prints are exhausted. The OneCard is accepted at all dining and service locations across campus. Students can use the OneCard office to add funds for Dining Dollars and Laker Loot. We accept cash, checks, credit and debit cards. Mercyhurst proudly offer an app for online OneCard usage including deposits, online food orders and reporting your card lost. See the OneCard HUB page for more details. Parents can call and add funds with a credit card over the phone during normal office hours or they too can use the GET app from home.

Mercyhurst University ID card photographs will be taken and OneCards will be issued by the OneCard Office each Monday through Friday generally between the hours of 8:30 a.m. and 4:30 p.m. The OneCard Office is in the lower level of McAuley Hall next to Police and Safety.

Students who lose their OneCards are required to use the GET app to report their lost or misplaced OneCard so it can be disabled. The OneCard Office can issue a temporary card that will allow limited access to meal plans and specific door access that will provide the student an opportunity to find the lost card. If a card is lost after the normal operating hours, Residence Life will have a limited number of temporary cards that can be issued. Students that fail to use the GET app, contact the OneCard Office in person or to Police and Safety will not have financial coverage if account funds or monies are removed by fraud or other means and reimbursement will be denied. A fee may be charged for the use of a temporary ID card.

Students will be charged for all replacement OneCards. The fee for replacement must be paid at the OneCard Office. The cost for replacement ID cards is $30. Students are not permitted to charge replacement fees to their student accounts, but we accept cash, check or credit card payments when the replacement card is made.

Any card that has been cut, damaged, mutilated, punched or slotted will require replacement and the fee will be assessed. ID cards are “Smart Cards” with a proximity control data chip and filament wires inside the card. Any damage to a card will cause the chip to fail and render the card nonfunctional. Any card that fails or ceases to function with no obvious or visible damage will be replaced at no charge if the card is returned to the OneCard Office intact.

Mercyhurst University “OneCard” identification cards are the property of Mercyhurst University and any attempts to alter, enhance or reprogram a card may result in disciplinary action including adjudication.
through the Student Conduct system or criminal arrest. All students MUST always carry their OneCards when on University property and present the card to any University employee (staff, faculty, and administration, including Police and Safety personnel) when requested to do so. Failure to comply with the request will result in appropriate disciplinary action. Lending or giving this card to another party is prohibited. Misuse of the OneCard can result in loss of privileges and discipline according to the Code of Conduct contained in the handbook.

For a complete listing of all OneCard policies and procedures, please see the listings on student HUB site under the "Services" tab. This HUB will provide very useful information and links to the services provided.

The OneCard office is a division of Mercyhurst Protective Services. This department offers many services which are all explained and detailed in the OneCard and Protective Services HUB pages.

ATHLETICS
BRAD DAVIS, DIRECTOR
ATHLETIC CENTER, 814-824-2558

Mercyhurst University competes at the National Collegiate Athletic Association Division II level in 22 varsity sports with the exception of Men’s and Women’s Ice Hockey, which are both Division I, and IRA men’s rowing, for a total of 25 varsity sports.

In addition, Mercyhurst participates in a number of athletic conferences. The affiliations include the Eastern College Athletic Conference, the Pennsylvania State Athletic Conference, the Collegiate Water Polo Association (men), Western Water Polo Association (women), the Great Midwest Athletic Conference (men’s lacrosse), the East Coast Conference (women’s bowling), the Intercollegiate Rowing Association (men) and the Atlantic Hockey Association (men) and College Hockey America (women).

A current Mercyhurst ID is needed for entrance into any Mercyhurst athletic facility.

The NCAA
Since 1982, the Lakers have participated in the NCAA at various levels, from Division I to III. The NCAA was officially formed in 1906 and has grown to encompass 1,500 colleges and universities. The NCAA draws its members from a diverse group ranging from large state institutions to privately funded colleges. But all of its members are trying to reach a common goal – the advancement and achievement of the student-athlete and the common good of higher education.

Athletic Eligibility
The operative policy on athletic eligibility at Mercyhurst University is as follows:

Student-athletes must meet all requirements of NCAA initial and continuing eligibility standards, in addition to any applicable Mercyhurst standards, to be eligible for competition and receive expenses related to competition.

In general, athletes must be in good academic standing, successfully complete 9 credits in their previous full-time term of attendance, complete 24 credits annually and maintain a 2.0 cumulative GPA after every term of the regular academic year.
The Mercyhurst Athletic Department will enhance and expand their Club Sport Programming by boosting current sports and adding several new Club Sports. Mercyhurst is currently established with the ACHA for both women’s and men’s Ice Hockey at the Division I and II levels, Equestrian, Marching Band, Dance, and Cheer. Along with these programs, Figure Skating, Sailing, Bowling, Ultimate Frisbee, and Pep Band will be added. Currently enrolled students at Mercyhurst are eligible to participate in Club Sports. For inquiries visit hurstathletics.com or email abrace@mercyhurst.edu.

Mercyhurst has a wide variety of intramural athletics. Intramurals are available for the student body, faculty and staff. Intramurals are both fun and competitive, and are a great means of exercise. Students are encouraged to keep in touch with the coordinator with their feedback and suggestions. Programming is subject to change based on student interest and facility availability.

The Recreation Center is open to all students, faculty, and staff with a valid Mercyhurst University ID. The exercise space is divided into four main areas: cardio training, general strength, functional training zone, and fitness classrooms. The cardio-theater is comprised of treadmills, elliptical machines, stair climber, stationary bicycles and rowers. The weight training area includes free weights, plate loaded and selectorized machines. The functional training zone provides another area to improve your fitness with physioballs, medicine balls, kettlebells, and dumbbells and more. Patrons can choose from a variety of fitness classes offered daily including spin, step aerobics, Pilates, Yoga and Kickboxing.

All students, faculty, and staff must show a current Mercyhurst University ID Card. Proper exercise attire must be worn to gain entrance and must remain on after entering. Proper attire consists of shorts or sweats, T-shirt and training shoes (no jeans, jean shorts or excessively revealing clothing will be allowed). All patrons of the rec center are required to bring a change of shoes to be admitted. Each member is expected to wear their street shoes to the Recreation Center. All patrons must change into exercise footwear prior to entering the exercise areas. Exercise footwear consists of training shoes, running shoes, cross training shoes or weightlifting shoes. No one will be admitted with sandals or open-toed shoes. Footwear and /or gear and backpacks can be stored in the locker rooms or in the storage cubical area inside the rec center. This rule and procedure applies, even if you are going to take an Aerobics or Spin class. Failure to adhere to this policy may be subject having privileges removed by rec center administrators.
Joe Stepnowski also manages the scheduling of the Mercyhurst Athletic Center (MAC). Please contact him with requests for scheduling the MAC and other athletic department facilities.

MERCYHURST ICE CENTER
814-824-2277

The Mercyhurst Ice Center hosts the schools’ NCAA Division I Men’s and Women’s Hockey teams as well as our ACHA Hockey teams. The Ice center also hosts youth through adult hockey and figure skating from the community. Open ice times for public skating opportunity will be posted to the University community.

ATHLETIC TEAM GATHERING EVENT POLICY

Mercyhurst University recognizes that participating in team gathering events prior to or after their competitive events adds to the pride, fellowship, and loyalty for our athletic teams and for the University felt by students, employees, and families. The Mercyhurst University Athletic Team Gathering Event Policy has been developed to ensure the safety of our students, families, and guests at such events as well as to ensure that the University campus remains conducive to an intellectual and social environment that promotes the Mission of the University.

Requesting an Event

Athletic teams must submit a request to hold an event at least 2 weeks prior to the event. All requests should be submitted to Joseph Stepnowski, via email at jstepnowski@mercyhurst.edu. Event requests must include the following information:

- Date(s) of the event(s)
- Time (set-up and clean-up)
- Table and Chair needs
- Expected attendance
- Event Location
- Catering needs

If you plan on providing your own food, please include this in your request

Event Policies

Team gatherings may only take place in approved locations across campus. Please note that classrooms are not permissible locations.

Participants are expected to keep the campus clean and dispose of trash properly. Trash cans, dumpsters, and receptacles are located throughout the buildings and grounds on the Mercyhurst University campus.

Events Including Alcohol

Events that include alcohol may only be permitted to be held inside the Roost, located in the lower level of the Student Union. These events may not extend into the outer area of The Roost known as Luke’s
Landing. Alcoholic beverages are not permitted in any other campus building without a University issued liquor license. The Roost staff may ask guests to provide proof of being 21 years of age or older. Minors are permitted with parental supervision.

There is a minimum spending requirement if you request to use The Snug (the Roost’s private room).

It is expected that any alcohol consumption is in compliance with University policies and regulations, is not abusive, does not violate the rights of others, and does not lead to conduct that is disorderly, disruptive, or destructive.

At its discretion, Mercyhurst University may terminate team gathering events, or take appropriate action against individuals, groups, or organizations whose conduct at the event is irresponsible, unreasonable, inconsistent with University policies and regulations, or violates ordinances or laws of the Commonwealth of Pennsylvania.

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**STUDENT SUSTAINABILITY**

Mercyhurst University is committed to being globally responsible and we encourage students to live sustainable lives.

*Reducing Consumption*

Reduce your environmental impact by avoiding convenience foods and using reusable items such as water bottles, coffee mugs, and grocery bags.

*Recycling*

Mercyhurst University uses Single-Stream Recycling meaning all of your recyclable materials can be placed in the same bin. If recyclables are not rinsed, they cannot be recycled and could contaminate other recyclables.

Recyclable Items – all items should be free of food and beverage debris. Place loose in provided recycling bins.

- Plastic bottles, jars, and jugs (beverage bottles, plastic jars for sauce, milk jugs)
- Metal Food or Beverage Cans
- Paper (newspaper, magazines, office paper)
- Cardboard and Paperboard (cardboard boxes free of grease and food debris, paper bags, cereal boxes, milk cartons)

Trash/Landfill Waste Items – place in black trash bags

- All Food Waste and Items Contaminated with Food Waste
- Snack Bags and Candy Wrappers
- Freezer Food Trays and Yogurt Containers
- All Glass (can be recycled at Bayfront Glass, 1310 East Ave, Erie, PA 16503)
- Light Bulbs
- Pizza Boxes
- Paper Towels, Tissues, and Napkins
- Styrofoam
- Plastic Bags and Plastic wrap (can be recycled at the grocery store)

All campus housing units are provided with community or individual blue recycling bins. Please use them for this purpose only. Recycling bins are property of Mercyhurst University; you will be charged for their disappearance at the end of the academic year. Recycling must be deposited in the recycling bin nearest to your room or apartment. If you are missing your bin at the beginning of the year, please notify your RA or place a work order with maintenance.

**Energy Conservation**
Please turn off all lights and unplug electronics when not in use or consider using a power strip or surge protector. By leaving electronic items plugged in when not in use, you are still consuming energy. CFL bulbs have been provided in all residential buildings; these are not to be replaced with incandescent or non-energy efficient bulbs.

Please keep heating and cooling units at appropriate set temperatures, 70 degrees during heating season and 74 degrees during cooling season. A/C units should not be set below 70, this could damage the unit. Do not leave windows open when heating or cooling units are in use; the unit must work harder to maintain set temperatures and this damages the system. If your A/C or heating unit is not working properly, please submit a work order with maintenance.

During holidays and extended breaks, shut down and unplug all personal electronic equipment. This includes appliances, computers, monitors, personal printers, entertainment systems, etc. Please do not attempt to unplug apartment and townhouse refrigerators or stoves. Turn down heating units or turn off air conditioning and close all windows.

If you have questions concerning temperature settings in your residence building, or if you notice any problems with insulation around windows and doors, submit a work order with maintenance.

**Water Conservation**
In order to conserve water, please make sure to turn off all faucets and showers when finished and use as quickly as possible. Cold water shall be used whenever possible, unless sanitary or other special requirements necessitate the use of hot water. This includes for laundry.

Report all leaks in faucets, tubs, and toilets to the maintenance department by submitting a work order.
Pride. Service. Leadership. Education. These are the developmental components the Office of Residence Life & Student Conduct at Mercyhurst University actively promotes and embodies. We provide a co-curricular experience, resulting in increased bonds, values, multicultural appreciation and meaningful interactions with fellow classmates and student leaders. We encourage students to be active members of their residential experience while maintaining acceptable standards of behavior. We hold students accountable for respecting the rights, privileges, and properties of all members of the campus community through an educational student conduct process. Students leave our residential experience well prepared to enter the world beyond the gates with the skills necessary to be contributing members of an ever-evolving society.

STAFFING

The Residence Life live-on and student staff consists of Assistant Directors of Residence Life & Student Conduct, Hall Directors, Resident Assistants, Desk Workers, and Office Workers.

Assistant Directors
Assistant Directors (ADs) are live-on professional staff members who report to the Director of Residence Life & Student Conduct. ADs are responsible for the total management of campus housing. In addition to the routine responsibilities associated with running residential housing facilities, they are also responsible for specific duties including selection, training, supervision, and evaluation of Hall Directors and the Resident Assistant staff. Strong emphasis is placed on program planning and community development activities. The ADs also coordinate all major Residence Life responsibilities which include, but are not limited to, preparing all publications, participating in planning staff and in-service training, maintaining occupancy records, and administering the Student Conduct system, including disciplinary/developmental counseling.

Hall Directors
Hall Directors (HDs) are supervised by the Assistant Directors of Residence Life & Student Conduct for the freshman, sophomore and Grandview hall areas. They are live-in staff members who are pursuing post-baccalaureate or graduate degrees. They assist the ADs in implementing and evaluating Residence Life programs, supervising the undergraduate staff within the building, and assuming some limited, well-defined responsibility for evaluating the conduct of residents and Resident Assistants. The HD, as an integral member of the Residence Life staff, is charged with maintaining a living and learning environment in which the maximum educational and developmental growth of the student residents will be realized.

Resident Assistants
Resident Assistants (RAs) are typically undergraduate paraprofessional staff members who live in each residential living area and maintain the closest, most enduring contact with residents. They provide opportunities for individual growth and learning, develop a sense of community in their living areas, and encourage pride in Mercyhurst University. RAs assist in the administrative operation of their individual residential areas, educate students about Mercyhurst University and Residence Life policies, provide information about community and University services and resources, and implement programming.
Additionally, RAs promote safe and positive living environments and enforce University rules and regulations.

Desk Workers
Desk Workers staff the front desks of Baldwin, McAuley, Warde and Ryan Halls during peak traffic hours and overnight. These workers enhance security, provide residents with information about the University and larger community, sign-in and assist guests, and answer phones. Desk workers are responsible for reporting problems or concerns to Police & Safety, RAs, HDs, or ADs. Those with work study who are interested in obtaining a position as a desk worker should contact the Office of Residence Life & Student Conduct, reslife@mercyhurst.edu

Office Workers
Office Workers staff the Central Office in Egan Hall. These workers provide customer service to residents and their families with information about the University and larger community. Office workers report issues and concerns to Police & Safety, HDs, ADs and Central Office personnel. Those with work study who are interested in obtaining a position as an office worker should contact the Office of Residence Life & Student Conduct, reslife@mercyhurst.edu

SPECIALTY HOUSING
The University has designated the following special housing options for qualified students:

- Freshman area for first-year students
- A limited number of designated single rooms in the freshman area at an adjusted price
- Designated academic housing, including housing for participants in the Honors program
- Living-Learning community for AIM students
- Sophomore area for second-year students which is located in Ryan Hall and Duval Hall
- A limited number of 4-, 5-, and 6-person townhouses in the upperclassman area
- Triple housing options for freshman, sophomore and upperclassman students when housing numbers permit
- A limited number of residences designated as Adult and Graduate housing when housing numbers permit

Students who need a specific housing accommodation due to guidelines within the American with Disabilities Act are asked to complete and submit a Housing Accommodation form.

PROGRAMMING
Mercyhurst University recognizes that a comprehensive approach is necessary to assist students in reaching their full potential. The Residence Life Office supports the mission of the University by providing programs for the social, spiritual, educational, cultural, and community service needs of the students living on campus. Programs are designed with the Mercyhurst Core Values in mind.

Programming efforts in residential areas are an integral part of developing the whole person. This holistic approach to programming is used to support students striving for a balanced lifestyle. The Residence Life staff facilitates programming in the following areas: career planning, relationship building, leadership development, academic pursuits, as well as physical, spiritual, and emotional wellness.
All students are encouraged to become involved in the many programs facilitated by Residence Life staff. Students are invited to initiate or assist in the planning of programs or events sponsored by the Residence Life staff. All residential students are invited to attend programs that occur in any residential area if the topic piques their interest.

**KEYS**

A key is issued when a student checks in. This key is for the student’s personal use only and may not be duplicated or lent to anyone else.

Although the University has made every effort to secure the students’ living environment, only students can ensure their safety by locking doors and carrying their keys with them whenever they go out – even when merely going to another room or apartment within a building.

If a key is lost, it should be reported immediately to the Residence Life Office. A temporary key will be issued by the Residence Life Office so that the student can continue to search for the missing key. Temporary keys will be issued no longer than 72 hours. If a key is reported missing over the course of the weekend, the student should contact Police & Safety to be connected to the On Call staff member so that a temporary key can be issued. The cost of a replacement key is $150.00.

Students locked out of their rooms or apartments should first try to locate their roommate(s), then their RA; failing that, Police & Safety should be notified.

**STORAGE**

The Office of Residence Life offers students an opportunity to rent storage space on Briggs and Lewis Avenues. Students are responsible for boxing and labeling their belongings and bringing them to storage. Payment must be received upon reserving a space. Space is limited. One storage space will be provided. Your belongings must fit within this space.

**Storage Spaces**

- No boxes are provided
- $30.00
- Cash or check only.

**Summer/Temporary Storage Reservation**

Registration dates will be published through the Office of Residence Life; typically, the week before finals week begins.

Storage is provided based on a first come, first serve basis. Storage priority will be given to students who are 6 hours driving distance or more from the university. If demand exists, priority will be given to International Students.

**Storage Room Drop Off Hours (for students with reservations)**

The Residence Life Office will contact students with reservations to announce drop off hours and times. Students dropping off items must stay within their storage limit. Those that take up more than their allotted space will be charged accordingly at the discretion of the Office of Residence Life & Student Conduct.
**Student Storage Policies**

Payment must be received upon reservation (cash or check only). Failure to store belongings before storage room closes in May will not result in a refund.

A valid Mercyhurst ID must be presented at time of reservation, drop off, and pick up.

Only clean mini-fridges and microwaves will be accepted.

The privilege of storage extends only to students who will be residing on campus for either the fall semester or summer session.

Items can be stored only between May 10 and September 10.

Any items not placed in storage and items not properly labeled will be discarded. Any unclaimed items after September 10 will be disposed of at the discretion of the University.

Students must bring and collect their belongings during Storage Room Drop Off Hours. Failure to do so will not result in a special drop off or pick up time.

Students store items at their own risk as the University assumes no responsibility for them. It is suggested that as much as possible be taken home.

The University is not responsible for theft, loss, or damage of personal belongings. Students should plan to take valuables home during holidays and vacations and should not intend on storing valuables in this storage facility.

Students who need additional storage, or who will be living off campus in the fall, can make arrangements with local storage facilities.

**LAUNDRY FACILITIES**

Each residential building has washers and dryers available for student use at no additional charge. The University is not responsible for clothing damaged by washers or dryers or for lost or stolen laundry. Unclaimed laundry will be confiscated after 48 hours and will be handled in accordance with the Confiscation Policy. Questions or concerns should be addressed to Housing Maintenance (814-824-2273). Students are responsible for their laundry and laundry facilities in each building area. It is the expectation that students do not remove items from washers/dryers and that students do not take items belonging to others. Students found responsible for theft of items will be adjudicated through the conduct system.

**HOUSEKEEPING AND MAINTENANCE**

Housekeepers are assigned to do routine cleaning in stairwells, hallways, lobbies, common bathrooms, and laundry rooms. They will clean up unacceptable or out-of-the-ordinary messes, but residents will then be assessed a cleaning charge. Maintenance workers operate on a work order system. If something needs to be repaired, students may notify an RA, Housing Maintenance (814-824-2273), or complete an online work order available on the Portal.

For major maintenance issues after 4:00 p.m. on weekdays, any weekend, or during University breaks, please contact Police & Safety (814-824-3911).
Students should not attempt to make repairs themselves. Periodically, University personnel will be present in the buildings to repair and inspect residential facilities.

**CABLE**

Cable service is provided by the University and Mercyhurst Student Government. There is no need to set up an account with the cable company to receive this service. Questions or concerns regarding cable service should be addressed to the IT Department, Helpdesk (814-824-3200).

**COMPUTERS/NETWORK SERVICES**

The residence hall rooms, apartments, and townhouses are equipped with a “port per pillow” network connection as well as wireless network service. Students must provide their own personal computers and networking cables. Students are not permitted to bring their own network router. For network requirements or recommended computer specifications, visit Mercyhurst Information Technology (IT) Website on the Hub or call the IT Help Desk (814-824-3200).

Students are automatically provided with e-mail, Self Service, and Blackboard accounts. Network storage space is available for easy access to files from anywhere on the campus network or from the Internet. Special student pricing is available for Dell personal computers, Apple computers, Microsoft software, and antivirus software. Refer to the Student area of the Portal for more details.

The Residence Life Office considers Mercyhurst e-mail accounts a means of official communication with individual students. All students are responsible for checking their Mercyhurst-issued e-mail accounts regularly and are held accountable for the contents of e-mails issued by the University.

**HOUSING PROCEDURES**

**HOUSING SIGN-UP PROCESS**

The returning student housing sign-up process begins in the spring semester. The Residence Life staff will provide students with information and important dates.

The procedure for the housing sign-up process is as follows:

- Students each complete an application for housing for the next academic year. This application will be the housing contract and will make the student eligible for the Housing Selection Process.
- Upon completion of the application for housing, each student will be emailed a copy of their signed housing contract.
- Students then create groups by selecting their roommates for the following year within the Housing Portal. Students can search for each other using their names or student ID. All students within a planned group must request/accept each other within the Portal to ensure a complete group and allow of housing selection participation.
- Housing selection order is determined by the group average priority number. This number is determined by each individual student’s housing points, completed credit hour, and GPA in descending order. Students may not dispute their priority number.
- The Groups timeslot for online selection of a room, will be posted on the Housing Portal based on the group’s average Priority Number.
• At their assigned time, the student leader can log in and begin selecting their future housing assignment.

The housing selection process is subject to change in order to improve efficiency and due to changing housing needs.

Residence Life strongly urges students to find roommates and to have a complete group. Incomplete groups will be assigned additional roommates to fill vacancies. Should a student leave the university after being part of a group, the group should anticipate the University will fill that newly vacant spot. Students will be provided opportunities (i.e. roommate social, bulletin board) to assist them in finding roommates.

Rising sophomores are required to reside in the Sophomore Area, designated as Ryan Hall and Duval Hall. Depending on needs, one or more Briggs Avenue buildings may be designated for rising sophomores.

Preferred housing, which includes but is not limited to Townhouses, is extremely limited. Students are encouraged to have back-up plans.

Any student not participating in housing selection during the housing sign-up process will be assigned by the Residence Life Office.

**HOUSING REFUND POLICY**

Residents who need to leave the University for an extended period of time but who intend to return during the occupancy period (e.g. academic hiatus, medical hiatus, study abroad, etc.) will be charged 1/3 the normal housing rate to hold a specific housing assignment.

If, after submitting this contract, the student decides to leave campus housing at any time or withdraws from the University, the student will be responsible for a $500 breach-of-contract charge. If a student withdraws or leaves the University during a semester within the occupancy period, housing and board costs will be refunded on a prorated basis, until calendar day 30, after which there will be no refund per University policy.

**REFUND POLICY IN THE EVENT OF UNIVERSITY-WIDE RESIDENTIAL DISRUPTION**

If the university were compelled to cease residential operations during a semester due to circumstances beyond its control (e.g., public health mandate, natural disaster), the university will offer pro-rated refunds based on the general framework below. The university reserves the right to modify these terms based on the nature of the disruption and surrounding circumstances, including the ability to offer refunds as credits towards future semester costs for those continuing their enrollment.

_Tuition_

Our students’ successful academic progress remains the university’s highest priority in the event of an emergency or critical incident. In most circumstances, the university’s critical incident response plans ensure that instruction continues remotely through a variety of technologies, sometimes on a compressed or modified calendar. In such circumstances, no refunds of tuition will be issued.
Fees
Standard fees, program fees, lab fees, music fees, and other participation fees are used to support the preparation, maintenance, and operations of specific components of the university; therefore, fees are generally non-refundable. Refunds for fees related to cancellation of specific study abroad programs will be addressed on a case-by-case basis; the university cannot guarantee a full return of these funds for expenses incurred by the university in preparation for travel (e.g., the purchase of non-refundable travel tickets, etc.).

Housing
Room charges will be refunded on a pro-rated basis based on the housing rate assessed a student, less a $500 room reclamation allocation (the portion of housing charges used to clean and maintain housing in preparation for students’ arrivals). In calculating any proration, the start date of housing is equal to the first day all students are permitted to move on campus. The end date is the last date of classes, excluding final exams. The date of determination is the day following the last date students are permitted to remain in campus housing (i.e., the date students are required to exit campus following a public health order). Due to family or travel circumstances, some students may be unable to exit by the stated deadline. For students that request an extension due to extenuating circumstances, they will be permitted to remain on campus for up to seven additional days, in which case their proration shall be based on the original date of determination plus seven days. For students who must remain in emergency housing beyond that point, no housing refund will be provided.

Meal plans
Board refunds for block meal plans and unlimited meal plans will be prorated. For students enrolled in block meal plans, the proration will be based on the number of meals used, less any spent bonus bucks. Proration for students enrolled in unlimited plans will be based on the number of meal plan service days provided as of the date of determination (as outlined above). As dining dollars do not expire, students on dining dollar-only plans or with dining dollar credits balances will have their balances rolled to future semesters.

Adjustments to institutional financial aid
At the point of admission, residential students are provided with an institutional financial aid package that considers the costs of campus housing and meal plans. In the event of a residential disruption under this policy, the university may reduce the amount of institutional aid provided based on the reduced costs associated with the disruption. Students with institutional need-based aid (e.g., Mercy Scholarship, Presidential Scholarships, etc.), students with scholarships specific to support housing costs (e.g., Erie Housing Grant, Resident Assistant Scholarship, etc.), or students whose total grant and scholarship aid exceeds the costs of tuition and standard fees will have their aid adjusted. These reductions in financial aid are only for the semester in which the disruption occurred; aid will be fully restored in subsequent semesters, provided students continue to meet the eligibility criteria. Adjustments to financial aid may reduce, in whole or in part, any refund of housing or meal plan costs.

HOUSING CONTRACTS
Prior to being assigned to University housing, students are required to sign a Housing Contract. The Housing Contract, which outlines the rights and responsibilities of both student and University, is a legal commitment for the full academic year beginning with the fall semester and ending with the spring semester.

Students signing up for housing for a summer session require a contract covering that particular period.
RESIDENCY REQUIREMENTS & OFF-CAMPUS LIVING EXEMPTIONS
Mercyhurst is a residential campus. Undergraduate students are required to live on campus during their enrollment. Students who live within Erie County, Pennsylvania, may live at home and may be designated a commuter provided they reside with a parent or guardian within the county.

In rare cases, exemptions to the residency requirement may be granted. Exemptions are limited to marriage, student is over the age of 26, or approved due to an accessibility accommodation (ADA). A previously signed off-campus lease will not be considered a reason for an exemption to be granted. Completing the Off-Campus Exemption form does not guarantee that approval will be given. Off Campus Exemption forms are found on the Residence Life webpage.

Students released from the residency requirement are required to adhere to the following procedure:

- Once an exemption has been approved, a copy of the signed lease should be submitted to the Office of Residence Life & Student Conduct no later than the last day of classes for the spring semester.
- Any changes in off-campus residency must be reported to the Office of Residence Life & Student Conduct.
- Students residing off campus must adhere to all terms of the Student Handbook, Off Campus Living Guide, Code of Conduct, and all applicable laws and ordinances of the City of Erie and State of Pennsylvania.
- Failure to adhere to the on-campus living requirement and procedure for exemption may result in a student being billed for campus housing, being denied approval to live off campus, being required to move back into campus housing, adjudication through the Student Code of Conduct, and/or a registration hold being applied to the student’s account.

MOVE-IN/MOVE-OUT
When students begin occupancy of their residence, they are required to check in with Residence Life. At the end of occupancy (often at the end of the spring semester), students are required to check out with Residence Life.

Students are checked into their residence by a member of the Residence Life staff, usually an RA. A residence Room Condition Report (RCR) is completed which documents the condition of the residence upon check-in. When a student leaves the residence, the RCR is used to assess any damage done during the student’s residency.

At the end of the spring semester, Residence Life will post the dates and times during which students check out of housing. A proper check-out requires that a student leave their residence in a broom clean condition, officially check out with a residence life staff member, return key, and sign check-out paperwork. Students have the option to be present during an initial inspection to verify the condition of their residence upon check-out. Students who fail to check out with the proper paperwork, who have not followed the proper procedure, or fail to check out during designated times will be charged a $75 improper check-out fee. Students who do not return assigned keys will be charged a $150 lost key charge. Residents who fail to move by the posted date and time for summer and temporary housing will be assessed a $100 fine per hour.
The signed housing contract is for a full academic year. Students leaving at a time other than the scheduled check-out times (in the spring semester) must notify the Residence Life Office and make arrangements (i.e. set up a time to check out) with their RA to check out of their residence properly.

**HOUSING OVER BREAKS**

As stated in the Housing Contract, freshman housing is closed over breaks. Only students authorized to stay may remain over the breaks. Card access to the halls will be turned off unless permission is granted to remain over the break period.

All students (freshman, sophomore, upperclassman) will be asked to register for the break period at the Office of Residence Life. More information regarding this process will be distributed.

Students with permission to remain on campus during a University break or living in housing but not enrolled in classes should be aware that they are here as a courtesy and not because they have the right to stay. Students who act inappropriately or violate the Student Conduct Code over the break may be asked to leave campus for the remainder of the break and are subject to disciplinary action.

The University discourages leaving valuable belongings in your residence over breaks; the University is not responsible for any loss or damage. Students who leave campus should take their keys with them, enabling them to reenter their living space upon return.

**ROOMMATES & RESIDENCE CHANGES**

Students may not make room or apartment changes without the approval of their Assistant Director or the Residence Life Office. Adjusting to living with others takes time. Many students believe that a relationship will not work out before they have taken the time to communicate with their roommate(s) to try to work out the issues. Learning to work through problems and to communicate with others is a vital aspect of living in a community, and Mercyhurst is an excellent place to hone these skills. The Office of Residence Life will facilitate a Roommate Contract process for students residing in housing. Students who fail to uphold the guidelines of behavior that they, as roommates, agree upon may be moved from the room.

The atmosphere residents choose to create in their residence will depend on their relationship with each other. Contrary to popular belief, roommates do not have to be best friends—a positive relationship with roommates depends much more on the mutual consideration of each other’s differences. Choosing to behave in a hostile and/or unfriendly manner toward roommate(s) is not acceptable and will not be tolerated. Residents choosing to be uncivil will face a formal intervention and potential disciplinary action. If deemed necessary, the Director of Residence Life or their designee, may mandate a specific resident be moved from the residence.

In order to give students time to become acquainted and to work through issues with their roommates, the Residence Life staff does not allow room changes for the first two weeks of each semester, or during the consolidation process, except in cases of extenuating circumstances. When conflicts arise, the students involved are asked to discuss their concerns and issues. If informed of the problem, staff members are available to mediate and facilitate these discussions in an attempt to resolve the issues or to make the situation more comfortable.
CONSOLIDATION POLICY
The Consolidation Policy was developed to make the best use of available residential space at Mercyhurst. In addition, it is intended to allow those students interested in having preferred housing the opportunity to obtain it (when available), to allow for students not presently living together the opportunity to share rooms, and to be fair to those students who have already paid for preferred housing. Therefore, due to the demand for campus housing, it will be necessary to consolidate spaces to accommodate housing requests and student housing needs.

Consolidation may occur at any time though every effort will be made to implement consolidation at the beginning and end of each semester. Information will be provided by the Residence Life Office. During the consolidation periods, no other student moves will be permitted. Residents who have vacancies should expect to be consolidated. When a vacancy occurs, the remaining roommates, at the discretion of the Residence Life Office, have the following options:

- Retain their current housing with a new roommate of their choice who is involved in the consolidation process;
- Be assigned a new roommate by the Residence Life Office;
- Choose to move;
- Be assigned to another living space by the Residence Life Office;
- When space permits, retain the space at current occupancy at the preferred housing rate.

If consolidation is necessary, Residence Life will provide all students involved with the necessary information including the date of the move, the new location (if applicable), and the new roommate’s name.

Students given the opportunity to pay for preferred housing can do so only during the consolidation period, based on availability. Once the consolidation period is over, students having a vacancy will be eligible to receive a roommate; paying to retain the space as preferred housing will not be permitted.

Students living with a Resident Assistant must understand that if a Resident Assistant resigns, is terminated, or is reassigned; the roommates of the Resident Assistant will also be relocated to another apartment or reassigned to available open spaces on campus.

HOUSING PRIVACY AND SECURITY
Every effort is made to ensure the security and privacy of each student’s residence. Students are advised to lock their doors and windows when they are in their residence and when they leave. If a key is lost it must be reported immediately to the Residence Life Office. The University is not responsible for loss of personal property due to theft, fire, flood or other causes. Students and their parents are advised to obtain insurance coverage on all personal assets. Any security concerns should be reported to Police & Safety.

HOUSING INSPECTIONS
The Residence Life Office reserves the right to enter and search a residence any time it is deemed necessary. University personnel working at the front desks of the residence halls have the full authority to inspect any package, box, book bag, etc. being carried into the halls. The University reserves the right to remove property belonging to the University or its agents found in a residence without the approval of the residents. Prohibited items will be confiscated in accordance with the Residence Life Office’s
Confiscation Policy. Police & Safety will be given any items confiscated that are illegal (e.g. fireworks, firecrackers, drugs, drug paraphernalia, etc.) or some items that are prohibited by University policy (e.g. kegs, weapons, etc.).

A residence may be entered and searched if it is believed to be in the best interest of the University, for reasons that pose a threat to the community, or if it is believed that the law or University policy is being violated. When possible and appropriate, university personnel will ask residents for their consent prior to the search. If consent is not obtained, the residence can be searched with authorization from the Director of Residence Life & Student Conduct or designee. When possible, a Residence Life staff member will be present to ensure that the search is completed in a reasonable and proper manner. All contraband, weapons, or “fruits of crime” seized during an authorized search will be secured in the Police & Safety evidence room. Any “legal” items (items that are legal to possess but nonetheless restricted by campus rules and regulations) that are confiscated may be returned to the student if the student can prove ownership via documentation. Items falling into this category will be released to the custody of the student immediately prior to the student leaving campus.

Authorized University representatives do have the right to inspect student personal safes, lock-boxes, containers, trunks or any other item that may contain a student personal lock if University representatives believe that property belonging to the University, to another resident/student, or prohibited items are contained within.

Authorized University representatives have the right to inspect student residences for standards of maintenance, preservation of physical structure, and the identification of damage.

HEALTH AND SAFETY INSPECTIONS

In aligning with recommendations from the Center for Disease Control and the State of Pennsylvania regarding COVID-19, to review room cleanliness, Health & Safety inspections may be conducted more frequently than once per month.

Approximately once per month, the Residence Life and/or Housing Maintenance staffs will conduct Health and Safety Inspections in all residences. The staff will be looking for conditions that may pose a health or safety hazard. The date of inspections need not be posted in advance. Staff may enter with or without the presence of the occupants. Residents are required to maintain a safe, healthy, and hygienic living environment. If there is a problem or condition that needs to be corrected, the residents will be given an opportunity to make the necessary alterations or adjustments. Failure to comply with mandated adjustments will be adjudicated through the conduct system.

Any illegal or prohibited items found during these inspections will be confiscated in accordance with the Confiscation Policy and the residents of the residence will be adjudicated through the conduct system.

CONFISCATION POLICY

Certain items are prohibited in the residential areas of the University because of health, fire, or safety reasons; city, state, or federal law; or University policy. When these items are discovered by University officials, they are subject to confiscation. University personnel, including Police & Safety officers and Residence Life staff members, have the authority to confiscate items.

Items prohibited by University policy for health, fire, or safety reasons may be returned to the owner at the end of the term (or earlier by arrangement with the Assistant Director or Hall Director of the
respective area) provided that the item be removed from campus immediately and not returned to the premises. Illegal items (such as controlled substances, drug paraphernalia, and weapons) are not items that can be released and will not be returned.

Prohibited use or possession of alcohol will result in its immediate confiscation and disposal. Typically, the resident in possession of the alcohol will be asked to dispose of it. In the freshman area, alcohol containers, whether empty or full, are prohibited and will be confiscated. Confiscated alcohol and alcohol containers will not be returned and will be disposed of.

Any confiscated item not claimed by the owner by the end of the academic year in which the item was seized (or at the end of the summer session if confiscated during the summer) will be disposed of without notification. When possible and appropriate, items will be donated to a local charity.

HOUSING ACCOMMODATIONS

Mercyhurst University is committed to providing equal opportunities for all students in accordance with applicable laws including the ADA and Section 504 of the Rehabilitation Act. Mercyhurst University is a residential campus that requires its students to live in community as outlined by its housing policy. The university recognizes that, in some cases, accommodations may be necessary and has procedures in place to consider exceptions to its housing policies. The university will provide comparable, convenient, and accessible housing to students with disabilities at the same cost as to others.

The university requires supporting documentation from an appropriately licensed professional that outlines how a special housing assignment supports your medical needs/disability. A diagnosis of a medical condition/disability in and of itself does not automatically qualify a student for a special housing assignment. Private rooms are generally not provided as an accommodation if the accommodation can be provided in another way.

The ADA Committee works closely together to identify appropriate and available housing solutions for students with documented disabilities and serious medical conditions. Students requesting special accommodation must complete and submit the Housing Accommodations form in order to receive consideration.

Please note that any accommodations provided pertain to the student requiring the accommodation and not to any associated roommate(s).

The special housing request form and supporting documentation must be submitted by March 1 for returning students and by May 14 for new students. A housing contract must also be submitted.

Students are required to notify the ADA Coordinator ada@mercyhurst.edu or 814-824-2362 of any schedule or housing changes that may occur during their program of study, in order to ensure that their reasonable accommodations are applied or adjusted accordingly. Students who withdraw from the University or have been suspended will need to contact the ADA Coordinator ada@mercyhurst.edu or 814-824-2362 upon their return in order to re-establish their accommodations.

ASSISTANCE ANIMALS

The Assistance Animal policy and request form applies to requests for the accommodation of assistance animals in University housing under the FHA or Section 504 (Please note, there is additional documentation required for Assistance Animals that is not covered by The Online Accommodations
Request Form). The term “assistance animals” within the meaning of the FHA or Section 504 should be
distinguished from the Americans with Disabilities Act term “service animal” which specifically excludes
animals who solely provide emotional support, well-being, comfort or companionship. “Assistance
animal” is defined by the United States Department of Housing and Urban Development as an animal
that works, provides assistance or performs tasks for the benefit of a person with a disability, or
provides emotional support that alleviates one or more identified symptoms or effects of a person’s
disability.

Residents may not bring an assistance animal into University housing unless they comply with the
procedures set forth in this Assistance Animal Policy and until they receive approval from the ADA
Committee. Please refer all questions regarding assistance animals or service animals to the ADA
Coordinator ada@mercyhurst.edu or 814-824-2362.

HOUSING RULES AND REGULATIONS

APPLIANCES

All electrical or gas appliances have the potential to be hazardous if not used according to manufacturer
recommendations and kept in proper repair. It has been determined that the following type of
appliances may be used in student housing:

- electric blankets, lamps (100-watt limit), air-conditioner in the upperclassman area (10,000-BTU limit),
- stereos, TVs, DVD players, computers, printers, fans, hair dryers, electric hair curlers, hot air popcorn
  poppers, electric razors, heating pads, coffee pots, and closed-coil hotpots.

Recognizing that some appliances are more hazardous than others, the following list of items may not
be used in student housing. Some of these items constitute a serious fire hazard or could cause damage
to physical facilities. The item will be confiscated if it is found in residential areas and disciplinary action
taken against students who possess such items. Unapproved appliances include, but are not limited to:

- Halogen lamps, sun lamps, hot plates, toaster ovens, electric fryers, electric heaters (unless specifically
  approved by the University Fire Safety Officer)
- waterbeds, and fog machines.

Residence Life reserves the right to limit appliances based on misuse and/or excessive electrical usage.

Regulations in the Freshman Residence Halls:

<table>
<thead>
<tr>
<th>APPLIANCE</th>
<th>SHOULD NOT EXCEED</th>
</tr>
</thead>
<tbody>
<tr>
<td>MicroFridge</td>
<td>3.2 cubic feet/10 amps</td>
</tr>
<tr>
<td>Refrigerator</td>
<td>3.2 cubic feet</td>
</tr>
<tr>
<td>Microwaves</td>
<td>not permitted</td>
</tr>
<tr>
<td>Lamps (non-halogen only)</td>
<td>100 watts</td>
</tr>
</tbody>
</table>

Stand-alone microwaves are not allowed in student rooms in the freshman area, though microwaves are
available in the common areas. Only microwaves that are part of approved “MicroFridge” are approved
for use in freshman housing. Refrigerators larger than 3.2 cubic feet are prohibited in freshman housing.

All appliances must be UL-approved, and good judgment should be practiced while appliances are in
use.
Regulations In Ryan Hall:
A “MicroFridge” is provided for each suite in Ryan Hall. These appliances are the property of Mercyhurst University. If there is a maintenance issue with a unit, this should be reported to Maintenance/Housekeeping. Students will be responsible for cleaning the unit while in their use. Ryan Hall has a “snack area” with sink, cabinet space and kitchen counters. Microwaves are permitted in these areas, as well as coffee pots, hot-pots, toasters, crock-pots. These spaces are not individually ventilated; therefore, additional cooking items such as electric griddles, George Foreman grills, are not permitted.

All appliances must be UL-approved, and good judgment should be practiced while appliances are in use.

Failure to Comply with Appliance Policy
Warning
Confiscation of Prohibited Appliance
Restitution

ADDITIONAL DOOR LOCKS
Only University authorized and installed door locks, chains, and deadbolts are permitted.

Unauthorized Door Lock Installed
Warning
Removal of Lock
Restitution

DECORATIONS
Residents are welcome to hang posters, signs, and pictures on walls, doors, and closets with masking tape or white poster-hanging putty. Residents are not permitted to use double-sided or duct tape, as these will leave a heavy residue and/or remove the paint. Residents may not use self-adhesive decals, nails, or bolts. To avoid being charged for damage, residents are encouraged to decorate with care. Residents may not possess any traffic sign without proper documentation as to its origin or legal purchase. Christmas lights should be URL approved. Decorations should not be excessive.

Alterations or additions within the residence halls or apartments are prohibited. This includes, but is not limited to, painting or applying adhesives to any window, ceiling, floor, wall, or furniture surface, adding wallpaper or borders, or affixing permanent shelving. Screens may not be removed from any of the windows.

Deliberate Damage or Defacement
$50.00 Fine
Social Probation
Restitution

Possession of a Prohibited Item (including street signs)
Warning
Confiscation of Item
DAMAGES
Each resident will sign a residence Room Condition Report (RCR) when they move in. Other than normal wear and tear, residents are responsible for loss and damage in their room or apartment. To avoid damage, residents are asked to decorate with care. Damage done to common areas (lounges, stairwells, etc.) is assessed to the smallest, most likely group of residents possible when it cannot be determined who caused the damage. Damage in a residence will be assessed equally to all occupants unless a statement is received by the Office of Residence Life indicating who is accepting responsibility.

Minimum charge for damage is $5.00 per resident.

FIRE ALARMS
When the fire alarm sounds students must vacate the building as quickly and safely as possible via the nearest fire exit. Students must not use elevators. They must walk, not run, to the nearest exit. Failure to evacuate is dangerous and may result in disciplinary and/or legal action. The University advises all residents to familiarize themselves with the location of fire extinguishers, alarm boxes, and fire exits. Anyone deliberately setting off a false alarm will be suspended immediately. In the event of a fire alarm, smoke or fire:

- Do not panic. Remain calm.
- If there is smoke in the room, keep low to the floor.
- Before opening a door, feel the door and the doorknob. If they are hot, do not open the door.
- Before opening a door, brace yourself against it and open it slightly. If heat or heavy smoke is present, close the door and stay in the room.
- If you can leave the room, take your room key and close all doors behind you.
- Go to the nearest exit or stairs. If the exit contains dense smoke, find another escape route.
- Posted in each room, hallway, and stairwell are evacuation plans for your reference.
- After evacuating the building, meet at your designated area and stand clear of the building.
- If all exits are blocked, stay in your room. Remain calm.
- If you have a phone, call University Police at 814-824-3911 or 911. Tell them where you are and that you need assistance.
- Open a window slightly to let fresh air in. Take care not to draw smoke into the room or feed the fire by creating a draft.
- Draw water from the bathroom to keep towels and sheets wet.
- Place wet towels and sheets around doors and cracks.
- Hang an object out the window to attract fire department's attention (sheet, blanket, or jacket).
- If heavy smoke is present, place wet towel over your nose and mouth and keep low to the floor.

Stand clear of the building after evacuating. Go to your designated area and help account for each person on your floor.

Gathering Points Following Evacuation:
Warde ........................................................ Parking lot across from/away from entrance
Baldwin ..................................................... Baldwin Fountain
McAuley .................................................... Parking Lot 1
Ryan Hall ..................................................... Furthest end of parking lot/Hirt parking lot
Apartment/Upperclassman Halls ............... Front of but safe distance away from building
Never re-enter a burning building for any reason

Call Police and Safety (814) 824-3911 or 911

In the event of an alarm:

- Awaken any sleeping roommate or suitemates.
- Prepare to evacuate by putting on shoes and coat if time permits.
- Feel the doorknob and the door. If they are hot, do not open the door. If they are cool, open slowly, but if heat or smoke rushes in, close the door immediately and remain inside.
- When residents leave their room, they should be sure to take their key in case it is necessary to return to the room should conditions in the corridor deteriorate.
- If for any reason a student is not able to leave their room, they should dial the campus Police and Safety at (814) 824-3911 or 911 and inform them of their location. Help will be sent immediately.

If exit is possible:

- Make sure to close the door tightly when evacuating.
- Follow a predetermined exit route in a quick and orderly manner.
- Leave the building using the nearest accessible stairway – not the elevator!
- When exiting in smoky conditions, keep at least one hand on the wall and crawl to the nearest exit.
- After exiting the building, please keep clear of the building entry to allow quick access by Fire and Police personnel.
- When the building has been deemed safe for reentry, the Fire Department or Police and Safety will authorize students to go back inside.

If exit is not possible:

- Make sure the door is tightly closed and use a bed sheet or blanket to fill the cracks around the door.
- Open the window two-thirds at the top to allow hot air and gases to escape—and one-third at the bottom. Keep facing near the bottom opening. This will ease breathing until help arrives. Never break the window. This will result in an inability to control the influx of smoke from other floors.
- Wave a towel or brightly colored shirt from the window to aid rescuers. The Fire Department will look for this sign.

**FIRE EQUIPMENT**

University housing is equipped with the required smoke and carbon monoxide detectors and fire extinguishers. All fire safety equipment is maintained by the Fire Safety Officer. In the event that equipment is damaged, the residents will be held responsible for the cost of repair or replacement. Battery-operated detectors are located in each residence. Disconnecting or removing a battery from a detector is prohibited. If an extinguisher is used, it must be reported to Police & Safety or the RA immediately. If it is not reported, the occupants of the apartment or hall may be held responsible for Creation of a Fire Hazard.
FIRE SAFETY REGULATIONS

Fire regulations are in place to protect students in their living space:

- The University prohibits the unwarranted discharge of fire extinguishers or tampering with fire-fighting equipment.
- Sounding a false fire alarm is illegal.
- Candles and incense are not permitted in campus housing.
- Gas grills and propane tanks may not be stored anywhere in campus housing.
- Hoverboards and Electric Personal Assistive Mobility Devices (EPAMDs) are not permitted in campus housing.
- Live Christmas trees are not permitted in campus housing. Christmas lights must be URL approved.
- Removing batteries from smoke or carbon monoxide detectors is prohibited.
- Fire doors are to remain closed at all times, since they act to contain toxic fumes and fire to a limited area.
- Hallways, corridors, doorways, and fire escapes must remain unobstructed at all times.
- Detectors and fire alarms in all residence areas must remain unobstructed at all times.
- All ceiling tiles must remain intact. Missing and broken ceiling tiles create drafts that can lead to rapid spread of toxic fumes and fire.
- Wall and ceiling coverings deemed excessive pose a fire hazard and are therefore prohibited.
- All doorways must remain clear of furniture or drapes that may inhibit or prevent students from escaping in case of fire.

Excessive Wall and Ceiling Coverings
Warning
Removal of Coverings

Failure to Evacuate in the Event of a Fire Alarm
$25.00 Fine
Written Reprimand

Possession of Candle/Incense/Hoverboard/EPAMD in University Housing
Warning
Confiscation

Creation of a Fire Hazard
$50.00 Fine
Written Reprimand
Removal and Restitution

Tampering with Fire/Safety/Emergency Equipment
$200.00 Fine
Disciplinary Probation
Educational Meeting with the Fire Safety Officer
OCCUPANCY LIMITS

A fire hazard risk analysis conducted by the Mercyhurst University Fire Safety Officer has determined the maximum occupancy limits for University residences. However, due to the COVID-19 pandemic, the university has adopted much stricter standards regarding visitors and occupancy limits. See COVID-19: Expectations of Students later in this handbook.

FRESHMAN AREA VISITATION POLICY

In aligning with recommendations from the Center for Disease Control and the State of Pennsylvania regarding COVID-19, visitation privileges have been modified. Students are permitted to have one guest from their residential floor in their living areas at one time provided that appropriate social distancing guidelines are followed. At no time may there be more than four people in a room in Warde Hall or three people in a Baldwin or McAuley room.

Mercyhurst University was founded in the tradition of the Sisters of Mercy, which includes the ethics and morals of Catholic Christianity. The University has the right and responsibility to establish living arrangements that reflect Christian values while encouraging the growth and development of students into adulthood. All students are called to responsible behavior by making sound moral judgments reflective of this tradition.

Mercyhurst University students’ primary purpose is to achieve academic success. The University strives to create living and learning environments within the freshman residence halls that are conducive to study, sleep and healthy living. The right of any resident to sleep, study, or simply enjoy privacy will always supersede a roommate’s privilege to host guests/visitors in the room.

Residents may entertain guests of the opposite sex in their rooms from 10:00 a.m. until midnight, Sunday through Thursday, and 10:00 a.m. until 2:00 a.m. on Friday and Saturday. The host is responsible for registering guests by signing them in at the residence hall front desk. Hosts are responsible for the behavior of their guests at all times. All hosts and guests must abide by the visitation policy. A vote may be implemented during the course of the year to modify the times of visitation per the Director of Residence Life & Student Conduct.

Violation of Visitation Policy
Warning
Possible Loss of Visitation Privileges

FRONT DESKS

Baldwin, McAuley, Warde and Ryan Halls each have a front desk. All guests must be signed in by their hosts and must leave photo identification at the desk. It will be returned when the guest signs out of the hall. All guests must be escorted through the building at all times. Hosts will be held accountable for the behavior of their guests. Proximity readers are installed at each hall entrance to allow residents after-hours access.

FURNITURE

Beds, desks, desk chairs, and dressers are provided by the University. In addition, each apartment has living room and dining room furniture. No furniture in any residential housing may be taken apart or removed from the residence unless approved by the Office of Residence Life.
Alterations, additions, and/or unauthorized use of University furnishings within residential housing are prohibited. This includes, but is not limited to, moving furniture from public areas to individual rooms, removing University furniture from residential housing, painting, marking, or applying adhesives to any furniture surface.

It is the responsibility of residents to remove any of their own furniture. Charges for removal of personal furniture will be assessed equally to all residents of the apartment or hall in cases where specific individuals cannot be identified.

Unauthorized Removal of University Furniture
Warning
Restitution

LOFTS
Residents are not permitted to construct lofts, purchase lofts, or make lofts by modifying University furniture. Residents may use only store-bought bed risers to raise their beds; no other devices, such as cinderblocks, are permitted.

Prohibited Loft
Warning
Removal of Loft
Possible Restitution

GARBAGE
It is the responsibility of residents to dispose of their garbage in the Dumpsters located around each building (Townhouses, Wayne St., Briggs, Lewis Avenue) or in the designated trash areas within the residence halls (Warde, Baldwin, McAuley, Ryan and Duval). Charges for garbage left in rooms, apartments, hallways, or public areas will be assessed equally to all residents of the apartment or hall when specific individuals cannot be identified. Recycling of glass, paper, plastic, and aluminum is encouraged.

All residential upperclassmen are provided with individual apartment recycling bins. Please use them for this purpose only; recycling bins are property of Mercyhurst University; you will be charged for their disappearance at the end of the academic year. You do not need a bag for your recycling, simply deposit recyclables into the nearest correct receptacle.

Improper Disposal of Garbage
Warning
$25 Removal Charge (per resident/per bag)

GRILLS
Gas grills and propane tanks may not be stored in residential housing, including basements, stairwells, and laundry rooms. The following safety precautions should always be taken when using outdoor cooking equipment:

- Outdoor cooking appliances should be kept a minimum of 10 feet away from any structure and should never be left unattended. All hot equipment should be monitored during and after cooking.
• Charcoal, when cooled, must be disposed of properly.

**GUEST POLICY**

In aligning with recommendations from the Center for Disease Control and the State of Pennsylvania regarding COVID-19, guest privileges have been modified. Students are permitted to have one guest from their residential floor or building in their living areas at one time provided that appropriate social distancing guidelines are followed. Overnight guests are not permitted. At no time may there be more than six individuals in upperclassman housing unit. Limits for freshmen housing are specified in the Freshman Area Visitation Policy.

A guest is defined as anyone who is not an occupant of a residence. Host residents are responsible for the behavior of their guests at all times, whether or not the host is present. Hosts are required to inform guests of all pertinent rules and regulations. Abuse of the guest policy may result in the host and guest being found in violation of the unauthorized resident policy.

In the Freshman Area, guests must sign in and leave identification at the front desk and are required to be escorted at all times. Guests who are students of Mercyhurst University share responsibility for their behavior with their hosts.

In all cases, the right of any resident to sleep, study, or simply enjoy privacy will always supersede a roommate’s privilege to host guests/visitors in the room.

**Failure to Abide by Guest Policy**

*Warning*
Possible Loss or Restriction of Visitation Privileges
Possible Pro-Rated Housing Charges

**Irresponsible Host**

*Written Reprimand*
Possible Loss or Restriction of Visitation Privileges

**Violation of Escort Policy**

*First Offense*
*Warning*
Possible Loss or Restriction of Visitation Privileges

*Second Offense*
*Written Reprimand*
Loss of Visitation Privileges

**HORSEPLAY IN RESIDENTIAL BUILDINGS**

Playing sports, roughhousing, or other conduct that has the potential to cause disruption, damage, or injury inside residential housing is prohibited.

Residents may not have dartboards with metal-tipped darts.
Horseplay
Warning
Restitution
Confiscation of Equipment

Possession of Prohibited Dart Board
Warning
Restitution
Removal of Dart Board and Related Equipment

MANDATORY MEETINGS
At the beginning of each year, mandatory hall/building meetings will be held to introduce and review housing policies and regulations. Throughout the year, mandatory meetings may be held by the Residence Life staff to address residents regarding policy changes or concerns.

Attendance at these meetings is required for all relevant residents. Residents are responsible for any information presented at the meeting.

Failure to Attend a Mandatory Meeting
Warning

PETS
With the exception of guide dogs or bona fide service/emotional support animals and fish in aquariums with a combined capacity of 10 gallons or less, no pets are allowed in campus housing. Fish may be kept in rooms with the agreement of all roommates. Fish must be removed from the residential areas during long breaks and at the end of occupancy.

Any exception to the pet policy must be approved by the Director of Residence Life or designee prior to the animal’s arrival on campus. For more detailed information, refer to the Assistance Animal Policy of the Student Conduct Handbook.

Unauthorized Pet
Removal of Pet from Campus
Written Reprimand
Restitution

Neglect of Animal
$100.00 Fine
Disciplinary Probation
Restitution
Possible Confiscation of Animal

QUIET HOURS
Quiet Hours have been established to ensure that the living environment is conducive to studying and sleeping. The hours are from 10:00 p.m. until 8:00 a.m. Sunday through Thursday and from midnight to 11:00 a.m. on Friday and Saturday.
Twenty-four hour quiet hours will be in effect from 6:00 p.m. on the last day of classes until 6:00 p.m. on the last day of finals.

**COURTESY HOURS**

Courtesy Hours exist 24 hours a day, every day. At no point should the noise of an individual or group have the potential to disrupt any other member or members of the community. The right to a peaceful environment outweighs the desire to be loud regardless of time of day. Having a stereo or musical instrument on campus is permitted, but the privilege may be revoked should a student demonstrate disregard for volume control.

**Failure to Respect Quiet Hours/Courtesy Hours**

Warning
Possible Confiscation of Equipment (e.g. speakers)

**Violation of 24-Hour Quiet Hours**

Written Reprimand
Possible Confiscation of Equipment (e.g. speakers)

**SMOKE & TOBACCO-FREE BUILDING POLICY**

Mercyhurst University is a tobacco-free campus. There is no smoking, tobacco chewing or use of inhalation devices (e.g. vaporizer, e-cigs) anywhere in residential housing and in the immediate perimeter of campus. Residents will be held responsible for their guests’ actions.

**Violation of Smoke & Tobacco-Free Policy**

Written Reprimand
Restitution where applicable

**STUDENT ID CARD POLICY**

Mercyhurst University identification cards are the property of Mercyhurst University and any attempts to alter, enhance, or reprogram a card may result in disciplinary action including adjudication through the Student Conduct system or criminal arrest. All students MUST carry their ID cards at all times when on University property and present the card to any University employee (staff, faculty, and administration, including Police and Safety personnel) when requested to do so. Failure to comply with the request will result in appropriate disciplinary action. Lending or giving this card to another party is prohibited. Misuse of the ID card can result in loss of privileges and disciplinary action.

**Violation of Student ID Card Policy**

First Offense
Verbal Warning
Second Offense
Written Reprimand

**VEHICLE POLICY**

*Freshman Area Resident Vehicle Policy*

First-year students living in the Freshman Area are not permitted to bring vehicles to university. First-year students living in the Freshman Area who are found to have brought their vehicles will be required to take them home and will face disciplinary action, even if the car is parked on a neighborhood street.
rather than on campus. For extenuating situations (usually serious medical conditions and family emergencies) a student may request a temporary parking pass from the Residence Life Office, 323 Egan Hall.

If granted an exception, then the freshmen must park in the designated freshman parking lot, Lot 20 located at 38th and Pine Ave (across from Arby’s). Associated vehicle registration fee will apply.

Violation of the Freshman Area Resident Vehicle Policy:
**First Offense**
- Removal of the Vehicle
- Written Warning

**Second Offense**
- Removal of the Vehicle
- $25.00 Fine

**Repeat Offender**
- Removal of the Vehicle
- $30.00 Fine * subsequent violations will be increased $5.00 and not exceed $50.00
- Written Reprimand
- Possible Denial of Future Parking Privileges

**Resident Vehicle Policy**
Visitor passes are available at Police & Safety and are required for friends and family who are visiting.

No student may obtain parking permits for others. Police & Safety issue parking permits with the understanding that the permit will be used for the student’s own use. Allowing another individual to use a permit issued to a student is a violation of University policy. Transference of permits must be facilitated by Police & Safety.

**Unauthorized Possession or Misuse of a Parking Permit**
- Removal of the Vehicle
- $25.00 Fine
- Written Reprimand
- Possible Denial of Parking Privileges

**WEAPONS/FIREARMS/EXPLOSIVES**

Weapons of any kind are strictly prohibited. Use or possession of any item on campus that could jeopardize the health and/or safety of the community is prohibited. The University reserves the right to determine whether a specific object jeopardizes the health and/or safety of the community. Fireworks (including sparklers), explosive materials, self-defense spray (also known as mace, oleo-capsicum spray, or pepper spray), and weapons (knives, guns, rifles, hunting equipment, lawn darts, Tasers, stun guns, paint guns, pellet guns, BB guns, “Air Soft” guns, “fake” guns, other simulated weapons, ammunition, etc.) are all specifically prohibited and may not be used, possessed, or brought onto campus. If the student needs assistance in determining what may be a hazardous device, the Police & Safety Office should be contacted. Mercyhurst University adheres to all municipal, state, and federal laws regarding weapons, ammunition, fireworks, and other dangerous substances.
UNAUTHORIZED RESIDENTS IN HOUSING ASSIGNMENTS
University Housing is only available to actively registered students. Students or non-students found to be living in a campus housing assignment for longer than 48 hours or two consecutive nights without an authorized assignment from the Residence Life Office will face disciplinary and possible legal action. In addition, all residents condoning the behavior will face disciplinary action. Assessed sanctions will apply to both host(s) and unauthorized residents.

Unauthorized Resident
Immediate Removal of Unauthorized Resident
$50.00 Fine
Social Probation
Prorated Housing Charges
Possible Removal from Housing
STUDENT CONDUCT SYSTEM
MEGAN MCKENNA, DIRECTOR
323 EGAN HALL, 824-2422

INTRODUCTION
Mercyhurst University is a community of learning dedicated to the lifelong development of the whole person where students gather knowledge, insight, skills, and vision necessary to attain the goals they have set for themselves.

Every member of the Mercyhurst community is encouraged and aided to meet the standards of behavior set by the University. These standards establish a foundation upon which the student builds a quality of life reflecting good citizenship, mindfulness, and the safety and wellness of the campus community.

While understanding of errors in judgment, the Conduct Code is intended to maintain the integrity of the University Mission and Core Values while fostering the ethical maturation of the student. The focus of the Conduct Code is good judgment, responsible social stewardship, and concern for an improved quality of life for the whole community. Excessive regulation, tedious debate, and contentious challenges are not the aim of this Conduct Code. It is the responsibility of every Mercyhurst student to read and understand the University conduct code and recognize how the code could impact them.

ADMINISTRATION OF THE CONDUCT CODE
When an incident occurs that suggests violations of the conduct code, that incident will be reviewed by one of the following authorities. The nature, severity, complexity, or sensitivity of the incident will determine which authority conducts the review.

STUDENT CONDUCT STAFF
The Student Conduct staff consists of Assistant Directors, Hall Directors, the Sexual and Gender-Based Misconduct Coordinator, or designees. Typically, the majority of cases are adjudicated by student conduct staff or the Director of Sexual and Gender-Based Misconduct.

STUDENT CONDUCT PANEL
This panel is composed of three members of the Student Conduct Staff, the Director of Sexual and Gender-Based Misconduct, or their designees. The panel reviews serious or complex initial incidents.

ADMINISTRATIVE REVIEW
Administrative conduct meetings are conducted by the Director of Residence Life & Student Conduct, the Director of Sexual and Gender-Based Misconduct, or their designees. The Director may review incidents of an extremely severe, complex, or sensitive nature, such as those involving drug offenses, bias-based offenses, etc. As appropriate, sexual misconduct cases will be referred to the Title IX Coordinator.

BOARD REVIEW
The Student Conduct Hearing Board reviews incidents that are complex, incidents that involve students from several residential areas, incidents involving repeat offenders or incidents that, by their nature, may involve severe sanctions, such as expulsion, suspension, removal from university housing, etc. The
Board is directed by a chairperson and is typically composed of two students, two faculty members, and two administrators each selected from a pool of appointees. Students on the Board may not be members of the Residence Life staff. The chairperson is appointed by the Vice President for Student Life and does not vote except to break a tie.

Any student found to be responsible for violating the Conduct Code may receive one or more of a variety of sanctions tailored to the specific violation(s). The sanctions listed in the Student Handbook are presumptive. Individual mitigating circumstances (seeking assistance for a fellow student in distress), as well as aggravating factors (including but not limited to past misconduct by the student or failure to comply with previously imposed sanctions) may be considered when determining the level and scope of the sanction(s).

The standard of evidence used in the student conduct process is “preponderance of the evidence” as opposed to “beyond a reasonable doubt.” This means the hearing officer will make a final decision if they feel there is a 51% chance likelihood you violated a policy, regardless of any tangible evidence that may or may not be available.

The University reserves the right to make necessary changes to the policies and procedures outlined in the Student Handbook without prior notice, so long as such changes do not impact the overall fairness of the student conduct process.

The Student Conduct Office considers Mercyhurst e-mail accounts as a means of official communication with individual students. All students are responsible for checking their Mercyhurst-issued e-mail accounts and are held accountable for the contents of e-mails issued by the University.

**CONDUCT PROCESS**

An event is documented in an incident report.

The incident report is submitted to the Student Conduct Office or the Title IX and Sexual and Gender-Based Misconduct Office.

A preliminary review of each incident will determine if the case will be heard through the Title IX process or the Student Conduct process or the Sexual and Gender-Based Misconduct process housed within the Student Conduct Code.

Cases heard under the Sexual and Gender-Based Misconduct Policy generally follow the student conduct policies, procedures, and presumptive sanctions. However, in instances where the Sexual and Gender-Based Misconduct Policy and Student Conduct Process contradict, the Sexual and Gender-Based Misconduct Policy is the controlling policy.

The process for Student Conduct cases that do not seem to involve Sexual and Gender-Based Misconduct Policy violations, is as follows:

A review of the incident is conducted by an Assistant Director (AD) of Residence Life & Student Conduct or a designee. The AD then either adjudicates the incident or refers it to the Director of Residence Life & Student Conduct (for adjudication through Administrative, Panel, or Board process).

The student is contacted to schedule a conduct meeting (generally by University email). The student is provided a copy of their Rights and Responsibilities at this time. If a student does not respond to the initial notice, a second notice will be sent requesting that the student schedule a meeting within a specified period of time. If the student fails to schedule and attend a meeting, the adjudicating authority will hold the meeting in the student’s absence.
Students will be notified by University email of the outcome of the case.

Normally, hearings shall be conducted in private. However, admission of any other person to the hearing shall be permitted at the discretion of the adjudicating authority. For the 2020-2021 academic year, conduct meetings may be modified to be conducted remotely (telephone, Teams, Zoom, or other medium).

With incidents involving multiple students, group hearings may be provided when appropriate. For the 2020-2021 academic year, group hearings, if provided, may be done remotely (telephone, Teams, Zoom, or other medium).

The adjudicating authority reserves the right to involve additional participants in the conduct process. For instance, coaches, advisers, IT personnel, peers, etc. may participate in the process when deemed appropriate by the adjudicating authority. Witnesses may also be consulted at the discretion of the adjudicating authority.

The student has the right to be accompanied by an advisor of the student’s choice and at the student’s own expense. The student is responsible for presenting his or her own information and argument and, therefore, advisors are not permitted to speak or to participate directly in any hearing.

The student has the right to present the information from witnesses during the hearing. If the student requests witnesses be permitted to present their statements at the hearing, the student must demonstrate the relevancy of the witness’s information prior to their admission to the hearing. If such relevancy cannot be demonstrated, the adjudicating authority may refuse to hear the information. The adjudicating authority will be able to question the witness.

Permanent records, exhibits, and written statements may be accepted as information for consideration at the discretion of the adjudicating authority.

All procedural questions are decided by the adjudicating authority.

The hearings may be recorded by the adjudicating authority.

The adjudicating authority determines if the student is responsible for the incident. If the student is found responsible, the adjudicating authority will use the Conduct Code as a guide in determining an appropriate sanction.

The student is provided with a decision letter which includes guidelines for appealing the decision.

**STUDENT CONDUCT RECORDS**

A student’s housing and student conduct records are protected as educational records. In most cases, a student’s housing and student conduct record will be retained for seven years after the student graduates, withdraws, or transfers from the University. Certain student conduct records, including ones involving sexual misconduct or other serious violations, may be retained indefinitely at the discretion of the Director of Residence Life & Student Conduct.

Students may request to have their student conduct record expunged by submitting a written request to the Director of Residence Life & Student Conduct. A request for expungement may be initiated only upon completion of all degree requirements and attainment of a degree. Record expungement, whether
in whole or in part, shall be at the sole discretion of the Director of Residence Life & Student Conduct. Expungement may occur only for students who have sanctions other than suspension or expulsion and whose violations were determined to have not threatened or endangered the health or safety of any person.

All records maintained by the Student Conduct Office, including incident reports and sanction information, are protected as educational records by the Family Educational Rights and Privacy Act (FERPA).

CONDUCT CONSEQUENCES

Written Warning
A written warning is a documented notice that the student’s behavior is unacceptable to the Mercyhurst University community and that further misconduct may result in more severe outcomes. Written warnings are taken into account in the event of future violations. Written warnings do not result in any loss of housing points.

Written Reprimand
A written reprimand is an official censure for violating University regulations and is taken into account in the event of future violations. Written reprimands result in the loss of one housing point.

Social Probation
Social probation is meant to monitor and address student behavior to assess their adjustment to the demands of university life. A student may be denied participation in certain activities and/or face facility restrictions. Involvement in another incident during this probationary period may result in more serious disciplinary sanctions. Social probation results in the loss of two housing points.

Disciplinary Probation
Disciplinary probation is the next level of probation. A student is on disciplinary probation for a specified period of time. A student may be denied participation in certain activities and/or face facility restrictions. Involvement in another incident during this probationary period may result in more serious disciplinary sanctions. Disciplinary probation results in the loss of three housing points.

Suspension
Suspension is a temporary separation from the University and requires that a student ceases attendance at class and participation in university activities and vacates the University premises for a specified period of time. There shall be no refund of tuition, room, or other fees due or payable for the period of the suspension. While on suspension, a defiant trespass notice will be issued. Suspension (including abated suspension) results in the loss of four housing points in the academic year during which the student returns.

Interim Suspension
In certain circumstances, it may be necessary to impose a suspension immediately. This interim suspension is used when there is substantial reason to fear harm to persons or property, to ensure the safety and well-being of members of the University community, or when there is a threat of or actual disruption or interference with the normal operation of the University. During the period of interim suspension, a defiant trespass notice will be issued.
With the safety and welfare of the University community in mind, it may be necessary for a student who significantly disrupts student life, or is a danger to others, to be required to leave campus immediately for a designated period of time, determined by the Director of Residence Life & Student Conduct or designee in consultation with appropriate University personnel. University authorities must approve an acceptable statement of the student’s ability to return to campus without continuing to pose behavior that is disruptive to the campus community, or threatening towards the safety and well-being of members of the University community, before determining whether the student will be permitted to return to campus. Further behaviors that disrupt the institution or interfere with the mission of the institution may result in additional disciplinary action up to and including suspension or expulsion.

**Expulsion**
Expulsion is a permanent separation from the University. The University reserves the right at any time to expel any student engaging in any conduct that, in the opinion of the University, is detrimental to the welfare of the University community. There shall be no refund of tuition, room, or other fees due or payable. Upon expulsion, a defiant trespass notice will be issued.

**REFUND POLICY DUE TO SUSPENSION OR EXPULSION**
Students who are suspended or expelled from the University for a violation of the Student Conduct Code are ineligible for any refund of tuition, fees, room, or board charges for the semester in which the suspension or expulsion is imposed. If a student withdraws while disciplinary proceedings are pending, the University reserves the right to complete the disciplinary process to determine whether a sanction of suspension or expulsion would apply. In such cases, the student’s participation will be solicited; if the student chooses not to participate, the process will continue in absentia.

**DISCIPLINARY SANCTIONS**

**Monetary Fines**
Monetary fines may be required of a student who violates the Conduct Code. The student may be permitted to satisfy these fines through community restitution.

**Community Restitution**
Community restitution may be required of a student who violates the Conduct Code. The adjudicating authority will assign the number of hours required, the work location, and the name of the community restitution supervisor. The student is entirely responsible for contacting, coordinating, completing community restitution hours with the supervisor, and submitting verification to the Student Conduct Office by the specified date.

**Monetary Restitution**
When deemed appropriate, the student may be required to pay for damages or other expenses incurred as a result of the student’s actions. Monetary restitution may be required to the University.

**Educational Sanction**
When deemed appropriate, educational sanctions such as mediation, attendance at Alcohol and Drug Education classes, a formal apology (in person or in writing), a public presentation, a research paper, etc. may be assigned.

**Reassignment or Removal From University Housing**
Any student incapable of cooperative community living may be moved from a room or apartment to another location on campus. Should this occur, the original group of students who signed-up to live
together may be split up and assigned to available open spaces on campus. The student may also be restricted from visiting specified campus areas or activities. Removal from campus housing, when appropriate, is also a possible sanction or stipulation. There shall be no refund of room or other fees due or payable.

**Loss of Off-Campus Housing Privilege**
A student living off-campus may lose that privilege if behaviors disturb or disrupt neighbors or the neighborhood or bring disrepute to the University.

**Facility Restrictions**
A student who has been assigned facility restrictions may not be permitted to visit campus housing or to be in the outside areas adjacent to these residences. The student may also be restricted from additional campus facilities and activities.

**Counseling Assessment**
A student who has been assigned a counseling assessment is required to schedule a session (or sessions) with the University’s Counseling Center or a counselor approved by the Counseling Center. The student will be required to follow any suggestions/recommendations made by the counselor and ensure verification of attendance and compliance with recommendations is provided to the Director of Residence Life & Student Conduct.

With the safety and welfare of the University community in mind, it may be necessary for a student who significantly disrupts student life, or is a danger to self or to others, to be required to leave campus immediately for a designated period of time, determined by the Director of Residence Life & Student Conduct or designee in consultation with appropriate University personnel. University authorities must approve an acceptable statement of the student’s ability to return to campus without continuing to pose behavior that is disruptive to the campus community, or threatening towards the safety and well-being of themselves or of members of the University community, before determining whether the student will be permitted to return to campus. Further behaviors that disrupt the institution or interfere with the mission of the institution may result in additional disciplinary action up to and including suspension or expulsion

**Parent/Guardian Notification**
The University recognizes the vital interest and supportive role of parents and/or guardians. As such, the University reserves the right, to the extent allowed by law, to notify parents and/or guardians when the University believes it is in the best interest of the student, parents and/or guardians, and/or University to do so. Such notification is intended to help the student, parents and/or guardians, and University cope appropriately with such situations. When possible and appropriate, the student will have the opportunity and will be encouraged to initiate contact with the parents and/or guardians. In many instances, State and Federal regulations restrict the University’s ability to provide information without a signed FERPA release from the student. Students may complete and sign the release by visiting the Student Conduct Office.
APPEAL PROCESS
The purpose of the appeal process is to ensure that the policies and procedures of Mercyhurst University are administered in a fair and consistent manner. An appeal is a request to a higher adjudicating authority to review a conduct decision or action.

REQUESTING AN APPEAL
The aim of the appeal request is to convince an adjudicating appeal authority that reason exists for a hearing of the original decision or action. The responsibility of showing such reason rests with the individual making the request. A student should have no expectation that an appeal request will be heard simply because the student is unhappy with or disagrees with the original decision or action. The student needs to do more than simply claim grounds for an appeal hearing; the student must demonstrate that such grounds exist.

To appeal, a party must submit their written appeal within five business days of being notified of the decision, indicating the grounds for the appeal. The Director of Residence Life & Student Conduct reserves the right to shorten or lengthen this time based upon individual circumstances.

The limited grounds for appeal available are as follows:

- Procedural irregularity that affected the outcome of the matter (i.e. a failure to follow the institution’s own procedures);
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- The adjudicating authority, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.

The submission of appeal stays any sanctions for the pendency of an appeal. Supportive measures and remote learning opportunities remain available during the pendency of the appeal.

Appeals should not exceed 1500 words. Appeals that do not meet this standard may be returned to the party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal document not to meet these standards.

The adjudicating appeal authority that reviews the request will determine if the request merits an appeal hearing.

For requests meriting an appeal hearing, the hearing will be conducted in a timely manner.

Typically, the adjudicating authority will provide the student with a written decision within five business days after the appeal hearing is completed.

APPEAL HEARING INFORMATION
Normally, appeal hearings shall be conducted in private. However, admission of any other person to the hearing shall be at the discretion of the adjudicating appeal authority.

Cases which were heard under the Sexual and Gender-Based Misconduct Policy generally follow the student conduct policies and procedures for appeals. However, in instances where the Sexual and
Gender-Based Misconduct Policy and Student Conduct Process contradict regarding the terms, processes, and procedures for appeals, the Sexual and Gender-Based Misconduct Policy is the controlling policy.

In instances involving more than one student, individual or group appeal hearings may be provided.

The student has the right to be assisted by an advisor of the student’s choice and at the student’s own expense. The student is responsible for presenting his or her own information and argument and, therefore, advisors are not permitted to speak or to participate directly in any appeal hearing (except as permitted through the Sexual and Gender-Based Misconduct Policy).

The student has the right to present the information from witnesses during the appeal hearing. If the appealing student requests witnesses be permitted to present their statements at the hearing, the appealing student must demonstrate the relevancy of the witness's information prior to their admission to the hearing. If such relevancy cannot be demonstrated, the adjudicating appeal authority may refuse to hear the information.

Permanent records, exhibits, and written statements may be accepted as information for consideration at the discretion of the adjudicating authority.

All procedural questions are decided by the adjudicating authority.

The hearings may be taped by the adjudicating authority.

The adjudicating appeal authority may recommend to rescind, decrease, increase, modify, or uphold the conduct decision as deemed fit based on the information supplied and meeting with witnesses/students.

**ADMINISTRATION OF APPEALS**

Appeals are conducted by appropriate adjudicating authorities. These authorities include, but are not limited to: an Administrative Appeal Hearing, a Student Conduct Appeal Panel, or an Appeal Board.

The severity of the imposed sanction and the severity of the initial violation will determine which authority hears the appeal.

**STUDENT CONDUCT PANEL**

The Student Conduct Appeal Panel tends to review those appeal requests in which the original incident involved conduct of a less serious nature. The panel is composed of a Student Conduct staff member, a member of the Division of Student Life staff, and/or faculty member (or appropriate designees) who were not involved in the original incident or decision.

**APPEAL BOARD**

The Appeal Board reviews appeal requests in which the original decision involved severe sanctions, such as expulsion, suspension, removal from University Housing, etc. The Appeal Board is directed by a chairperson and is typically composed of two students, two faculty members, and two administrators each selected from a pool of appointees. Students on the Appeal Board may not be members of the Residence Life staff. The chairperson is appointed by the Vice President for Student Life and does not vote except to break a tie.
ADMINISTRATIVE APPEAL HEARING
Administrative Appeal Hearings are conducted by the Director of Residence Life & Student Conduct or designee. Administrative Appeal Hearings review appeal requests in which the original incident involved conduct that is of a sensitive or unusual nature, such as those involving drug offenses, bank robbery, etc. The Director of Residence Life & Student Conduct may also convene an Administrative Appeal Hearing panel which is composed of upper-level administrators and faculty, when appropriate.
THE CONDUCT CODE

Mercyhurst University expects and requires of its students behavior consistent with its high standards of scholarship. Upon matriculation to the University, a student accepts its regulations and acknowledges the right of the University to take disciplinary action for conduct deemed unacceptable or disruptive, both on and off campus.

The Conduct Code is divided into numbered headings describing prohibited behavior. Accompanying these headings are illustrative examples of potential violations and sanctions that may be applied. By listing such prohibited actions, the University does not seek to create an all-inclusive list. Instead the code serves as a guideline and means of clarification for the standards of conduct expected from community members. Students may not claim exemption from responsibility for their behavior because a violation is not listed or they were not aware of the Conduct Code. A student’s conduct record is cumulative over the course of a student’s university career. The standard of evidence in the student conduct process is “preponderance of the evidence” as opposed to “beyond a reasonable doubt.” This means the hearing officer will make a final decision if they feel there is a 51% chance likelihood you violated a policy, regardless of any tangible evidence that may or may not be available.

While proceedings under the Conduct Code are not criminal proceedings and shall not be construed as such, Mercyhurst University recognizes its responsibility to provide procedures for handling student conduct that are fair and consistent. The University, for the purposes of this code, shall adopt the following guidelines:

- the student shall be notified of a conduct meeting;
- the student shall be notified of matters requiring the student’s response;
- the student shall receive a prompt, fair, and impartial proceedings;
- the student shall be given the opportunity to provide relevant information during the conduct meeting;
- the student shall have the opportunity to request an appeal.

Any student found responsible for violating the Conduct Code may receive one or more of a variety of sanctions tailored to the specific violation(s). The sanctions listed in the Student Handbook are presumptive. Individual mitigating circumstances, as well as aggravating factors, including but not limited to past misconduct by the student or failure to comply with previously imposed sanctions, may be considered when determining the level and scope of the sanction(s). Typically, sanctions are imposed on a graduated scale, increasing in severity with subsequent violations.

Good Samaritan Statement: Mercyhurst University views student safety as paramount. Student health and safety are the primary concerns of the Mercyhurst community. Students are expected to contact Police & Safety or the AD on duty when they believe that assistance for an intoxicated/impaired student is needed. Students and/or organizations that seek assistance from these sources, the individual assisted, and others involved may have applicable alcohol sanctions waived. In incidents of crisis or medical emergency. Mercyhurst students are expected to care for themselves and for others in the University community by getting help from appropriate officials even when violations of the Conduct Code have occurred. In crisis situations involving alcohol, drugs and/or sexual misconduct the University strongly considers the positive impact of taking responsible action when determining the appropriate response for alleged policy violations relating to the incident. The granting of any form of amnesty remains a matter of discretion with the adjudicator.

This policy does not preclude taking disciplinary action for violations associated with vandalism, theft, hazing, physical assault, sexual assault, or other policy violations. Amnesty under this policy is a matter of compassion, not a right. It is not to be abused by those who violate the Conduct Code repeatedly.
1. Any action or situation involving verbal, mental, or physical abuse and/or assault, including threats, harassment, initiation of a fight, fighting, intimidation, or creation of a hostile environment. Conduct that recklessly or intentionally endangers or intends to endanger or threaten the emotional, mental, or physical health, safety, or welfare of any person, including him or herself, is prohibited.

**Physical Assault/Abuse**
Suspension
Possible Expulsion

**Stalking**
$350.00 Fine
Disciplinary Probation
Counseling Assessment
Possible Suspension

**Initiation of a Fight**
$200.00 Fine
Disciplinary Probation
Possible Suspension

**Participation in a Fight**
$100.00 Fine
Social Probation
Possible Suspension

**Reckless Endangerment**
$100.00 Fine
Social Probation
Possible Suspension

**Creation of a Hostile Environment**
$100.00 Fine
Social Probation
Possible Disciplinary Probation
Possible Reassignment of University Housing

**General Harassment**
$100.00 Fine
Social Probation
Possible Disciplinary Probation
Possible Reassignment of University Housing

2. Threats or harassment through any medium, including, but not limited to, e-mail, instant messaging, social-networking websites, computers, telephone, letters, is prohibited.

**Terroristic Threats** (as defined by the Pennsylvania Crimes Code)
Expulsion
Threats to or Harassment of Any Employee of the University (including RAs)
$150.00 Fine
Disciplinary Probation
Possible Suspension

Verbal Threats
$100.00 Fine
Disciplinary Probation

Verbal Abuse
$50.00 Fine
Social Probation

3. Any bias-based acts that violate another person’s rights are prohibited (i.e. race, sex, gender, sexual orientation, color, creed, religion, disability, national origin, age, or status as a veteran).

Bias-based Acts
$250.00 Fine
Disciplinary Probation
Possible Suspension
Possible Expulsion

4. All forms of sexual misconduct are expressly prohibited. Refer to Title IX Grievance Policy or the Sexual and Gender-Based Misconduct Policy in this handbook for more information on the policies and processes. This includes, but is not limited to Sexual Assault, Sexual Harassment, Dating and Domestic Violence, and Stalking.

5. Bullying fosters a climate of fear and disrespect that can seriously impair the physical and psychological health of its victims and create conditions that negatively affect learning, thereby undermining the ability of students to achieve their full potential. As such, all forms of bullying including those taking place through electronic media are prohibited (Cyber-bullying).

Bullying
$200.00 Fine
Disciplinary Probation
Possible Suspension
Possible Counseling Assessment
Possible Reassignment of University Housing

Hazing
$200.00 Fine
Educational Sanction
Disciplinary Probation
Possible Action Against Campus Organization (including dissolving the organization)
Possible Suspension/Expulsion
Possible Withholding of Diploma and/or Transcripts Pending Compliance of Conduct Code
6. Conduct that significantly interrupts or prevents a University or civil authority from carrying out his or her duties or responsibilities is prohibited. Failure to comply with a reasonable directive from a University or civil authority is prohibited. The University will not tolerate disrespect toward University and/or civil authorities especially when performing their duties.

**Presenting False Information** (e.g., misrepresentation as a student of Mercyhurst University, University official, or member of a University organization)
$100.00 Fine
Disciplinary Probation
Possible Suspension

**Providing Inaccurate Information to a University/Civil Official**
Written Reprimand

**Fleeing from an Incident or from a University/Civil Official**
$50.00 Fine
Social Probation
Possible Disciplinary Probation

**Failure to Comply**
$50.00 Fine
Social Probation
Possible Disciplinary Probation

7. While on campus, students are expected to carry proper identification. When identification is requested, it is the student’s obligation to provide it. Students asked for verification of age have an obligation to provide a driver’s license, state-issued ID card, or passport. Possessing, altering, manufacturing, and/or providing false identification is prohibited.

**Manufacturing False or Altering Identification**
$100.00 Fine
Disciplinary Probation

**Confiscation of Illegal IDs and/or Equipment**
Possible Suspension

**Possession of or Providing False or Altered Identification**
$50.00 Fine
Social Probation

**Confiscation of Illegal ID**
Possible Disciplinary Probation
Failure to Provide Identification
$50.00 Fine
Social Probation
Possible Disciplinary Probation
8. Any activity on University property that negatively affects the University’s pursuit of its mission is prohibited. Any behavior that disrupts or has the potential to disrupt the functions of the Mercyhurst University community, including behavior that disrupts the peace or violates the rights of others, is prohibited. Intentional disruption or obstruction of teaching, study, research, administration, disciplinary procedures, or other University activity, is prohibited.

**Interference with University or Civil Authority**
- $200.00 Fine
- Disciplinary Probation
- Possible Suspension

**Disorderly Conduct**
- $100.00 Fine
- Disciplinary Probation
- Possible Suspension

**Disruption of University Activity**
- $50.00 Fine
- Social Probation
- Removal from Activity
- Possible Disciplinary Probation

**Disrupting or Harming Campus Wildlife**
- $100.00 Fine
- Disciplinary Probation

**Public Expression that Intends to Incite Disruptive Disturbances**
- $50.00 Fine
- Social Probation
- Possible Disciplinary Probation

**Attempt to Coerce Participation in Disruptive Behavior**
- Warning

**Pranks**
- Written Reprimand
- Restitution

**Excessive Noise**
- Written Reprimand
- Confiscation of Equipment (e.g. stereo/speakers)

**Influencing or Attempting to Influence Another Person to Commit an Abuse of the Conduct Code or State and Federal Laws**
- $50.00 Fine
- Social Probation
- Possible Disciplinary Probation
9. Lewd or indecent conduct, such as public urination, is prohibited.

**Lewd or Indecent Conduct**
$25.00 Fine
Written Reprimand

10. Hazing is prohibited. Pennsylvania’s Hazing Law defines “hazing” as:

   Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization operating under the sanction of, or recognized as, an organization by an institution of higher education. [Any such] activity...upon which the initiation or admission into or affiliation with or continued membership in and organization is directly or indirectly conditioned shall be presumed to be ‘forced’ activity, the willingness of an individual to participate in such activity notwithstanding.

   In addition, subjecting a person to treatment intended to put him or her in a humiliating or disconcerting position, including the forced (as defined above) consumption of alcohol, drugs, or any other liquid, gas, or solid substance, for the purpose of initiation into or affiliation with any organization on University-owned or operated property or at University-sponsored activities or related to any University group shall be considered hazing, and is prohibited.

**Hazing**
$200.00 Fine
Educational Sanction
Disciplinary Probation
Possible Action Against Campus Organization (including dissolving the organization)
Possible Suspension/Expulsion
Possible Withholding of Diploma and/or Transcripts Pending Compliance of Conduct Code

11. Weapons of any kind are strictly prohibited. Use or possession of any item on campus that could jeopardize the health and/or safety of the community is prohibited. The University reserves the right to determine whether a specific object jeopardizes the health and/or safety of the community. Fireworks (including sparklers), explosive materials, and weapons such as knives, swords, brass knuckles, guns, rifles, hunting equipment, lawn darts, Tasers, stun guns, paintball guns, pellet guns, BB guns, “Air Soft” guns, “fake” guns, other simulated weapons, ammunition, fencing equipment, self-defense spray (also known as mace, oleo-capsicum spray, or pepper spray), etc. are all specifically prohibited and may not be used, possessed, or brought onto campus.

   If the student needs assistance in determining what may be a hazardous device, the Police & Safety Office should be contacted. Mercyhurst University adheres to all municipal, state, and federal laws regarding weapons, ammunition, fireworks, and other dangerous substances.

**Possession of Weapons/Dangerous Item(s)**
$350.00 Fine
Disciplinary Probation
Possible Counseling Assessment
Possible Suspension
Possible Expulsion
Possible Arrest and Prosecution

**Use of Fireworks**
$100.00 Fine
Disciplinary Probation
Restitution
Confiscation of Materials

**Possession of Fireworks**
$50.00 Fine
Disciplinary Probation
Confiscation of Materials

12. Setting off a false fire alarm, submitting a false report of a fire or other dangerous conditions, failing to respond to fire alarms, tampering with fire, safety, and/or emergency equipment, and blocking exits are all prohibited.

**Intentionally Activating a False Fire Alarm**
Suspension

**Tampering with Fire/Safety/Emergency Equipment (including disabling smoke detectors)**
$200.00 Fine
Disciplinary Probation
Educational Meeting with the Fire Safety Officer

**Blocking Fire Exits**
$25.00 Fine
Written Reprimand

**Failure to Evacuate During a Fire Alarm**
$25.00 Fine
Written Reprimand
Educational Meeting with the Fire Safety Officer

13. Recklessly or intentionally starting a fire or causing an explosion is prohibited.

**Recklessly or Intentionally Starting a Fire**
Suspension
Possible Expulsion

14. The University prohibits a student from engaging in, or threatening to engage in, behavior that poses a danger of causing harm to self or others. Mandatory Counseling Assessment and compliance with counseling recommendations.
Depending on the nature of the situation, possible removal from the University until the student can demonstrate and document his/her ability to return to a learning environment and communal living situation without threat of harm to self or others.

15. Theft of personal, civil, or University property, including theft of services or resources from Mercyhurst University -owned or -operated property is prohibited. Unauthorized possession of another person’s property or University property is also prohibited.

**Theft**
- Suspension
- Restitution

**Misuse of University Property**
- Written Reprimand
- Restitution

**Unauthorized Use or Possession of Property Belonging to the University or Another Person**
- $50.00 Fine
- Social Probation
- Restitution

16. The solicitation of sales, services, memberships, or gifts on campus without prior permission from the Director of the Campus Involvement Center is prohibited. Solicitation is strictly prohibited in the residential areas.

**Solicitation**
- **First Offense**
  - Warning

- **Second Offense**
  - $50.00 Fine
  - Social Probation

17. Duplicating, altering, manufacturing, inappropriately using, misusing, or inappropriately providing keys, computer access codes, student identification cards, or other devices meant to afford access to restricted areas, services or information is prohibited.

**Misuse of University-Issued Key/Access Codes**
- Warning
- Restitution
- Possible Suspension

**Improper Use of University-Issued Identification Card with Dining Services**
- Warning
- Restitution

18. Tampering with official university documents, or attempting to falsify any University record(s), including, but not limited to, computer files and parking passes or permits, is prohibited.
Tampering with Official University Documents, or Attempting to Falsify any University Record(s)
Suspension
Restitution
Possible Expulsion

Altering or Manufacturing a Parking Permit
Warning
Unauthorized Possession or Use of a University-Issued Parking Permit
Warning
Possible Denial of Parking Privileges

19. Unauthorized entry into, or tampering with, facilities, property, services, or resources belonging to the University, its community members, guests, or licensees is prohibited. This includes construction and maintenance areas.

Unauthorized Entry
Possible Suspension
Restitution
Possible Expulsion

Burglary
Suspension
Restitution

20. Defacing, damaging, or destroying property belonging to the University, its community members, guests, or licensees is prohibited. Littering is prohibited.

Vandalism
$50.00 Fine
Social Probation
Restitution

Deliberate Damage or Defacement
$50.00 Fine
Social Probation
Restitution

Littering
Warning
Restitution
Possible $50 fine

21. Bookmaking, establishing, or promoting a game of chance for personal profit is prohibited.

In some instances, registered clubs or organizations, athletic teams, and other groups may be approved to conduct small games of chance for fundraising purposes; consult the Small Games of Chance Policy available on the Hub.
Establishing a Game of Chance Involving Money
$50.00 Fine
Social Probation

Participation in a Game of Chance Involving Money
Warning

22. The operation of an unmanned aircraft system (UAS), a drone, is regulated by the Federal Aviation Administration (FAA).

As a private institution, Mercyhurst University requires UAS operators to abide by FAA guidelines and requirements that promote the safe and responsible use of unmanned aircraft. Any use of a UAS from or over the campus or inside a campus building is strictly prohibited. The use of UAS is for educational or research purposes only and must abide by the following:

- Must receive prior approval from the office of Police & Safety at least 48 hours prior to the use of the UAS.
- Must provide date/time, purpose, and length of UAS operations, as well as the area of the campus where the UAS will be used.
- Must comply with all Federal, State and City laws.
- Must have experience in operating the UAS and operate them in a responsible manner.
- Must not operate over areas of public assembly, stadium, or areas of construction.
- Must not photograph, video, or monitor areas where other members of the University community or members of the general public would have a reasonable expectation of privacy.

Any violations of law (trespassing, illegal surveillance, reckless endangerment) or violations of University policies may subject the individual(s) to both criminal and/or disciplinary action. Students of the Mercyhurst University community who violate this policy will be subject to the Conduct Code. Damages/injuries occurring to University property or individuals will be the responsibility of the UAS operator.

Failure to Comply with UAS policy
$50.00 Fine
Disciplinary Probation

23. Any violation of the Information Technology Policy is prohibited (see Information Technology Policy).

24. Any violation of the Title IX Grievance Policy is prohibited (see Title IX Grievance Policy).

25. Any violation of the Sexual and Gender Based Misconduct Policy is prohibited (see Sexual and Gender Based Misconduct Policy).

26. Any violation of the Alcohol Policy is prohibited (see Alcohol Policy).

27. Any violation of the Drug Policy is prohibited (see Drug Policy).

28. Any violation of Housing Rules and Regulations is prohibited (see Residence Life).
29. Any violation of Mercyhurst University policies or regulations is prohibited.

30. Encouraging or aiding Conduct Code violations or providing a haven for misconduct is prohibited.

31. Consistent with the provisions of the Student Conduct Code, Mercyhurst University students are responsible for conducting themselves so as not to bring disrepute to the University. Conduct or activity by members of the student body living off-campus or hosting functions at off-campus locations that has the effect of unreasonably interfering with the rights of neighbors is prohibited. This standard of conduct recognizes and affirms a responsibility similar to that of students living in residence halls or on-campus apartments. It is also the responsibility of Mercyhurst University students living off-campus to control the nature and size of activities carried out in or on their premises, consistent with standards of the University.

Students residing off-campus should understand that in the event of any disturbance at any off-campus residence for which police are involved, all signatories to a lease may be held equally accountable for an incident occurring at their residence, whether they actually received a citation or not, and all signatories may be adjudicated through the Conduct Code.

**Disorderly House**

$100.00 Fine  
Social Probation  
Possible Revocation of Off Campus Housing Privilege

32. Violations of civil or criminal statutes or violations of the Mercyhurst Conduct Code committed off-campus may result in the University’s review of a student’s conduct. Generally, an individual’s actions off-campus are subject to the actions of civil authorities. However, the University reserves the right to take action for off-campus behavior independent of civil authority when the interests of the University are involved. Any student charged with a serious crime by civil authorities will be suspended for an interim determined by the Director of Student Conduct. An action involving a student in a legal proceeding in a civil or criminal court does not free a student of responsibility for conduct in University hearing. Regardless of whether a student is charged in both jurisdictions, the University will proceed with its internal review according to its own schedule and sanction according to its own policies.

If the University learns that there has been an allegation or instance of misconduct off-campus involving a student (which includes a citation, arrest, or conviction), the student is required by the University to provide a copy of information or documents received from public authorities relating to the alleged misconduct.

33. Violations of civil or criminal statutes committed on University-owned or operated property are considered violations of the Mercyhurst University Conduct Code, whether or not such violations are referred to and/or prosecuted by public officials. Many such violations, including all violations classified as misdemeanors or felonies under municipal, state, or federal law, may be referred to the appropriate civil authorities and may also be addressed through Student Conduct system.

34. Contempt of the student conduct system, including failure to appear for a student conduct meeting, providing misinformation in a student conduct meeting, or failure to observe and comply with student conduct sanctions, is a violation of the Conduct Code.
Failure to Comply with Disciplinary System
$50.00 Fine
Social Probation
Possible Adjudication of Case in the Student’s Absence

Dishonesty Before the Student Conduct Board
$100.00 Fine
Disciplinary Probation

Failure to Complete Community Restitution
Community Restitution Hours Converted to a Fine Amount at a Rate of $8.00 per Hour

35. Students are prohibited from violating the reasonable privacy expectations of others.

Where there is an expectation of privacy, including but not limited to bathrooms, bedrooms and showers, persons are prohibited from engaging in any electronic exploitation of another person, including but not limited to surveillance, making or attempting to take a photograph or an audio or video recording of any person(s), and/or broadcasting the photograph and/or recording(s) without the knowledge and consent of all participants.

Making a video recording, audio recording, taking photographs, or streaming audio/video of any person in a location where the person has a reasonable expectation of privacy, without that person’s knowledge and express consent.

Making a video recording, audio recording, or streaming audio/video of private, non-public conversations and/or meetings, without the knowledge and express consent of all recorded parties.

Looking through a hole or opening, into, or otherwise viewing, by means of any instrumentality, the interior of a private location without the subject’s knowledge and express consent.

“Express consent” is clear, unmistakable and voluntary consent that may be in written, oral or nonverbal form.

“Private locations” are settings where the person reasonably expected privacy. For example, in most cases the following are considered private locations: residential living quarters, bathrooms, locker rooms, and personal offices. “Private, non-public conversations and/or meetings” include any communication carried on in circumstances that reasonably indicate that any party wants the communication to be confined to the parties, but excludes a communication made in a public gathering, or in any other circumstance in which the parties to the communication may reasonably expect that the communication may be overheard or recorded.

These provisions do not extend to public events or discussions, nor to lawful official law or policy enforcement activities. These provisions may not be utilized to impinge upon the lawful exercise of constitutionally protected rights of freedom of speech or assembly.

For incidents involving allegations of conduct prohibited by the Mercyhurst University Title IX Grievance Policy or the Sexual and Gender Based Misconduct Policy (for more information please see the Title IX Grievance or the Sexual and Gender Based Misconduct Policies).
COVID-19: EXPECTATIONS OF STUDENTS

Every member of the Mercyhurst community is responsible for demonstrating mindfulness, good citizenship, and promoting the safety and wellness of the campus community. The purpose of this policy is to ensure that students comply with regulations, guidance, and best practices for preventing and responding to COVID-19.

The following policies are in effect for the 2020-2021 academic year in an effort to keep students and our community safe:

- Students must comply with pre- and post-arrival COVID-19 PCR testing for the spring semester. In addition, if selected for random or strategic surveillance testing, students are expected to fully comply with request in a timely manner.
- Students must practice social distancing whenever possible, maintaining a minimum of six feet between yourself and others.
- Students must always wear masks (including while outdoors), unless in your private residence hall room with you and your roommate/suitemates or while eating in a designate eating area.
- Students must wash hands often and well. When handwashing is not available, use hand sanitizer that contains at least 70% alcohol.
- Students must complete the Daily Screening form each morning before leaving their room or apartment or arriving on campus. Students must comply with the results of the Daily Screening (e.g., contact the Health Center, stay at home, etc. in the event of a positive screening result). The form is available online at mercyhurst.edu/daily.
- No outside guests are permitted in residential areas. This includes commuter students, off-campus students, family members, visitors, and guests. Students are permitted to have assistance moving in during a designated move-in appointment.
- All visitors coming to campus (parents, siblings, etc.) must be registered and approved to visit. They must complete the online Mercyhurst Visitor Screening Form. All guests to campus must wear a mask or facial covering, practice social distancing by remaining six feet from others, and follow all other university policies related to COVID-19 prevention and mitigation.
- Residential students may have no more than one on-campus student guest from the same residence hall/apartment building/townhouse cluster in their room at any time. Social distancing and masks wearing should be practiced. However, it is strongly recommended that all non-roommate interactions take place in a lobby or outdoor area where social distancing can be more easily practiced. Overnight guests are not permitted.
- Congregating in residential areas in groups larger than six is not permitted. This includes, but is not limited to, Residence Hall lounges, kitchens, lobbies, study rooms/spaces, etc. All students who are congregating in the communal space must wear a mask and practice social distancing.
- Residence Life staff will coordinate roommate agreements. Residents will be expected to review and discuss concerns related to COVID-19 and establish expectations for shared living.
- Residence Life staff will conduct Health and Safety inspections on a monthly basis or as needed based on cleanliness concerns.
- Students are expected to report concerns related to COVID-19 to Mercyhurst University staff and to cooperate with contact tracing and mitigation efforts. This includes reporting a suspected case of COVID-19 for self or others, reporting possible exposure to a person suspected or diagnosed with COVID-19, returning phone calls or other communications from University personnel, and providing complete and accurate responses to university officials.
• Students will abide by the quarantine or isolation, when required the University. If a student violates their quarantine or isolation period or violates the quarantine or isolation terms, students will be subject to severe and immediate sanctions, including suspension or expulsion. In such circumstances, there will be no refund of tuition, fees, room or board.

The guidance and regulations surrounding COVID-19 is fluid and can change at any time. The Office of Residence Life & Student Conduct, as well as the Cohen Student Health Center, will notify students of updates and changes to policy the expectations listed.

Because one person’s misconduct can pose a broad and invisible threat to the broader community, the presumptive sanction for violations related to disclosure of symptoms, diagnosis, or exposure; compliance with testing requirements; prompt and full cooperation with contact tracing efforts; and compliance with isolation or quarantine requires is suspension or expulsion. Generally, suspension is issued for two full semesters (excluding summer). Expulsion results in a permanent separation from the university.

Students are subject to the following Code of Conduct policies if found in violation of the expectations listed, but not limited to:

1. Students shall promptly report concerns related to COVID-19 to Mercyhurst University and cooperate with contact tracing and mitigation efforts. This includes reporting a suspected case of COVID-19 for self or others, reporting possible exposure to a person suspected or diagnosed with COVID-19, returning phone calls or other communications from University personnel, and providing complete and accurate responses to university officials. If required, students must immediately comply with quarantine or isolation requirements.

   **Failure to Comply with COVID-19 Testing, Disclosure, Contact Tracing, or Quarantine/Isolation Policies**
   Immediate Suspension
   Possible Expulsion

   **Failure to Comply**
   $50.00 Fine
   Social Probation
   Possible Disciplinary Probation

   **Reckless Endangerment**
   Possible Suspension
   Possible Expulsion

   **Disruption of University Activity**
   $50.00 Fine
   Social Probation
   Removal from Activity
   Disciplinary Probation
   Possible Suspension
2. Students must wear a mask at all times on campus, including while outdoors. The only exceptions to the mask-wearing requirement are when a student is in their designated room, apartment, or townhouse with only their roommates present, or while eating. Masks must fully cover the mouth and nose.

**Failure to Comply with Masking Requirements**

**First Offense**
- $50.00 Fine
- Social Probation
- Possible Disciplinary Probation

**Second Offense**
- $100.00 Fine
- Disciplinary Probation
- Possible Suspension

**Reckless Endangerment**
- $100.00 Fine
- Disciplinary Probation
- Possible Suspension
- Possible Expulsion

3. Residential students may have no more than one on-campus student guest from the same residence hall/apartment building/townhouse cluster in their room at any time. Social distancing and masks wearing should be practiced. Students must comply with occupancy limits specified in the Guest Policy (for upperclassmen) or the Freshman Area Visitation Policy section of this Handbook.

**Failure to Comply with Guest or Visitation Policies involving On-Campus Guests**

**First Offense**
- Warning
- Educational Sanction

**Second Offense**
- $50.00 Fine
- Written Reprimand
- Guest Privileges Revoked for One Month
- Possible Social Probation

**Third Offense**
- $100.00 Fine
- Social Probation
- No Guests for the Remained of the Semester
- Possible Disciplinary Probation
- Possible Suspension
Failure to Comply with Guest or Visitation Policies involving Off-Campus Guests

First Offense
$100.00 Fine
Social Probation
Educational Sanction
No Guests for the Remained of the Semester
Possible Disciplinary Probation
Possible Suspension

Second Offense
Suspension

Exceeding Occupancy Limits (assess to all residents present at the time of the incident)
$25.00 Fine Per Person Over the Occupancy Limit
Possible Disciplinary Probation
Possible Suspension

Reckless Endangerment
$100.00 Fine
Disciplinary Probation
Possible Suspension
Possible Expulsion

4. Students should maintain six feet of distance from others, when possible.

Failure to Comply with Social Distancing Guidelines

First Offense
Warning
Educational Sanction
Possible Disciplinary Probation

Second Offense
$50.00 Fine
Written Reprimand
Possible Social Probation

Third Offense
$100.00 Fine
Social Probation
Possible Disciplinary Probation
Possible Suspension

Reckless Endangerment
$100.00 Fine
Disciplinary Probation
Possible Suspension
Possible Expulsion
5. Students shall not gather in groups greater than six in any residential area, including lobbies, communal kitchens, laundry rooms, etc.

**Failure to Comply with Congregation Limits in Residential Areas** (assessed to all participants)
- $50.00 Fine
- Written Reprimand
- Possible Social Probation

**Disruption of University Activity**
- $50.00 Fine
- Social Probation
- Removal from Activity
- Possible Disciplinary Probation
- Possible Suspension

6. Students shall abide by the terms of their roommate agreements.

**Failure to Comply with Roommate Agreements**
- $50.00 Fine
- Social Probation
- Possible Disciplinary Probation

7. Students shall abide by any other health or safety policy issued by the university.

**Failure to Comply with Reasonable Directives of a University Official**

*First Offense*
- $50.00 Fine
- Social Probation
- Possible Disciplinary Probation
- Possible Immediate Suspension
- Possible Suspension
- Possible Expulsion

*Second Offense*
- $100.00 Fine
- Disciplinary Probation
- Possible Immediate Suspension
- Possible Suspension
- Possible Expulsion

**Reckless Endangerment**
- $100.00 Fine
- Disciplinary Probation
- Possible Suspension
- Possible Expulsion
Failure to Comply
$50.00 Fine
Social Probation
Possible Disciplinary Probation

Reckless Endangerment
Suspension
Possible Expulsion
ALCOHOL POLICY

In keeping with the University’s commitment to the lifelong development of the whole person, we affirm the position of the University to uphold the legal requirements of the Commonwealth of Pennsylvania in regard to the possession, transportation, consumption, and distribution of alcoholic beverages. As a Catholic University in the Mercy tradition, we acknowledge our moral obligation to ensure the well-being of each member of the Mercyhurst community and to discourage behavior which debases human dignity. Additionally, we recognize the responsibility the entire community holds in keeping one another safe from avoidable suffering. Therefore, the University is committed to taking the necessary steps to discourage and prevent the wanton, reckless and/or illegal consumption of alcohol that may render short-term and/or long-term harm to the consumer, to his/her neighbor, and to the physical premises of the community. In order to accomplish these goals the following guidelines, rules, and regulations are set forth.

LEGAL REQUIREMENTS

As students living in Pennsylvania and as members of the Mercyhurst community, students have a responsibility to know and obey the law, including the following:

Section 6308 of the Pennsylvania Crimes Code states, “A person commits a summary offense if he, being less than 21 years of age, attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports and liquor or malt or brewed beverages, as defined in section 6310.6.”

Section 6310.1 of the Pennsylvania Crimes Code states: “...a person commits a misdemeanor of the third degree if he intentionally and knowingly sells or intentionally and knowingly furnishes, or purchases with the intent to sell or furnish, any liquor or malt or brewed beverages to a person who is less than 21 years of age.”

Section 493 of the Pennsylvania Liquor Code states, “It shall be unlawful for any . . . person to sell, furnish or give away liquor or malt or brewed beverages, or to permit any liquor or malt or brewed beverages to be sold, furnished or given, to any person visibly intoxicated, . . . or to any minor, or to habitual drunkards, or persons of known intemperance habits.”

The Supreme Court of Pennsylvania stated in the case of Congini v. Portersville Valve Co., 504 Pa. 157, 470 a. 2d. 515 (1983) that, “social hosts are negligent per se in serving alcohol to the point of intoxication to a person less than 21 years of age, and they can be held liable for injuries proximately resulting from the minor’s intoxication.” That liability can extend to include claims for injuries to the intoxicated minor.

Any student found to be responsible for violating the Conduct Code may receive one or more of a variety of sanctions tailored to the specific violation(s). The sanctions listed in the Student Handbook are presumptive. Individual mitigating circumstances (seeking assistance for a fellow student in distress), as well as aggravating factors (including but not limited to misconduct by the student, or failure to comply with previously imposed sanctions) may be considered when determining the level and scope of the sanction(s).

The use of alcohol does not limit the responsibility of students for the consequences of their actions.

Any violation where alcohol plays a significant role may result in required attendance at an Alcohol Education Class.
Any student who feels that he or she is being unjustly accused of consuming alcohol may request to be tested via a non-invasive alcohol-testing device. However, if the test proves positive, the student may be charged with providing false information to a university official in addition to the consumption and/or possession of alcohol charge.

In situations involving alcohol where consumption cannot be verified due to a student’s failure to comply or fleeing the scene, it will be presumed that the student has violated the University’s Alcohol Policy and will be sanctioned accordingly.

**UNIVERSITY REQUIREMENTS**

Municipal ordinances, the Pennsylvania Liquor Code and related state statutes, and federal law govern all matters relating to alcohol. The drinking age in the state is 21 years or older. No person under the age of 21 is permitted to consume, transport, or possess any alcoholic beverages. As a member of the student body, one is required to observe municipal, state, and federal laws. In an effort to promote responsible use of alcohol, Mercyhurst University adopts additional conduct standards for situations involving alcohol. Any activity involving alcohol will be governed by the following, and violations of the alcohol policy will result in appropriate sanctions.

1. **Facilitating the consumption of alcohol for person(s) under 21 years of age (i.e. providing alcohol to person(s) under 21 years of age or allowing the underage consumption of alcohol in your residence) is prohibited regardless of the provider’s age.**

   **Facilitating Underage Drinking**
   - $50.00 Fine
   - Social Probation
   - Educational Sanction
   - Possible Parental Notification

2. **If a student under 21 years of age is found to have consumed, admits to having consumed, or is in possession of alcoholic beverages, appropriate disciplinary action will be taken. Alcohol is not permitted in any campus residence where all the residents are under 21 years of age.**

   **Consumption or Possession of Alcohol Under 21 Years of Age**
   - **First Offense**
     - Warning
   - **Second Offense**
     - Written Reprimand
     - Alcohol Education Class
     - Possible Parental Notification
   - **Third Offense**
     - $50.00 Fine
     - Social Probation
     - Alcohol Education Class
     - Parental Notification
Fourth Offense
$100.00 Fine
Disciplinary Probation
Counseling Assessment
Parental Notification

Fifth Offense
Suspension

3. No open containers of alcoholic beverages are permitted in any public area of the campus or campus housing (including but not limited to hallways, laundry rooms, lounges, porches, stoops, and outside areas) with the exception of specifically designated University sanctioned events.

Open Container in an On-Campus Public Area
Written Warning
$25.00 Fine

4. No alcohol or alcohol containers, including those used for decoration, are permitted in freshman housing, regardless of the student’s age, or in any apartment where all the residents are under 21 years of age.

Possession of Alcohol in Alcohol-Free Housing
Written Warning

Prohibited Alcohol Container Used as Decoration
Written Warning
Confiscation of Container

5. Alcoholic beverages may not be sold, including cover charges for social functions where alcoholic beverages will be available.

Operating a Speakeasy (charging for alcohol)
$75.00 Fine
Social Probation
Educational Sanction
Possible Parental Notification

6. In no event are kegs, beer balls, pony kegs, beer pong, beer bongs, keg taps or any other container, device, or activity used for mass consumption of alcohol permitted on campus. No event shall include any form of “drinking contest” in its activities or its promotion. (Note: Use of any university property, including bed boards, couches, doors, etc., for a “drinking contest” will also be considered Misuse of University Property.)

Possession of a Keg
$25.00 Fine (per keg, per person)
Written Reprimand
Confiscation of Keg and Related Equipment
Promotion of Mass Consumption
$50.00 Fine
Social Probation
Educational Sanction

Participation in a Drinking Game
Written Warning

Possession of a Device Used for the Mass Consumption of Alcohol
Written Warning
Confiscation of the Device

7. A state of intoxication (obvious excessive drinking) is prohibited.

Driving Under the Influence
$350.00 Fine
Disciplinary Probation
Alcohol Education Class
Possible Loss of Parking Privileges
Restitution

Drunk and Disorderly
$50.00 Fine
Social Probation
Alcohol Educational Sanction

Public Intoxication
Written Warning

8. Good Samaritan Statement: Mercyhurst University views student safety as paramount. Student health and safety are the primary concerns of the Mercyhurst community. Students are expected to contact Police & Safety or the AD on duty when they believe that assistance for an intoxicated/impaired student is needed. Students and/or organizations that seek assistance from these sources, the individual assisted, and others involved may have applicable alcohol sanctions waived. In incidents of crisis or medical emergency. Mercyhurst students are expected to care for themselves and for others in the University community by getting help from appropriate officials even when violations of the Conduct Code have occurred. In crisis situations involving alcohol, drugs and/or sexual misconduct the University strongly considers the positive impact of taking responsible action when determining the appropriate response for alleged policy violations relating to the incident. The granting of any form of amnesty remains a matter of discretion with the adjudicator. This policy does not preclude taking disciplinary action for violations associated with vandalism, theft, hazing, physical assault, sexual assault, or other policy violations. Amnesty under this policy is a matter of compassion, not a right. It is not to be abused by those who violate the Conduct Code repeatedly.

9. Unless authorization has been granted, no reference to alcoholic beverages may appear on promotional material or advertising for any event sponsored by a University-recognized, student-oriented organization. No reference to alcohol may appear on promotional material or advertising featuring Mercyhurst University.
10. No student or organization representing the University will sponsor any activity on or off campus that violates municipal, state, or federal laws.

11. Students 21 years of age or older may transport authorized alcoholic beverages in the original, closed containers.

12. In no event may alcohol be served to any person already visibly intoxicated.

13. Food (pretzels, cheese and crackers, sandwiches, etc.) and non-alcoholic beverages must be supplied and available for consumption when alcoholic beverages are available.

14. Any violation of the Alcohol Policy will result in the confiscation or disposal of any related items.

15. Students placed in an on-campus quarantine or isolation rooms must comply with alcohol restrictions while in quarantine or isolation.
DRUG POLICY

All matters relating to drugs are governed by municipal ordinances and related state and federal laws. It is the policy of the University to adhere to all municipal, state, and federal laws governing the use of drugs.

When students unlawfully use, possess, or distribute a controlled substance, the University will take disciplinary action. In addition, the University may report such matters to the appropriate enforcement agencies for criminal disposition.

1. Use or possession of illegal drugs or drug paraphernalia (including, but not limited to, pipes, bowls, bongs, clips, rolling papers, needles) is prohibited. In addition, Mercyhurst University prohibits the medically unsupervised use, misuse, or possession of prescription drugs or related paraphernalia. This can include CBD oils that test positive for another substance. Any prohibited items will be confiscated.

Unlawful Possession or Use of Marijuana

First Offense
- Written Reprimand
- Possible Educational Sanction

Second Offense
- $50.00 Fine
- Social Probation
- Drug Education Class
- Possible Parental Notification

Third Offense
- $100.00 Fine
- Disciplinary Probation
- Counseling Assessment
- Parental Notification

Fourth Offense
- $150.00 Fine
- Removal from campus housing
- Possible suspension

Possession of Drug Paraphernalia

First Offense
- Warning

Second Offense
- Written Reprimand
- Possible Educational Sanction
Third Offense
$50.00 Fine
Social Probation
Drug Education Class
Possible Parental Notification

Fourth Offense
$100.00 Fine
Disciplinary Probation
Counseling Assessment
Parental Notification

Unlawful Possession, Use, or Misuse of a Prescription Drug
First Offense
Written Reprimand
Possible Educational Sanction

Second Offense
$50.00 Fine
Social Probation
Drug Education Class
Possible Parental Notification

Third Offense
$100.00 Fine
Disciplinary Probation
Counseling Assessment
Parental Notification

Fourth Offense
$150.00 Fine
Removal from campus housing
Possible suspension

Unlawful Possession or Use of all other Controlled Substances
Suspension
Possible Expulsion
Parental Notification

2. Facilitating the possession or use of drugs or allowing the use of drugs in your residence is prohibited.

Facilitating the Possession or Use of Drugs
$50.00 Fine
Social Probation
Drug Education Class
Parental Notification
3. The sale, manufacture, or distribution of drugs is prohibited. In situations involving large quantities of drugs, distribution-related paraphernalia (e.g. scales, etc.), and/or manufacturing-related paraphernalia, the student will be considered as intending to distribute controlled substances and will be charged accordingly.

**Intent to Sell or Distribute a Controlled Substance**
- Expulsion
- Parental Notification

4. Possession of any drug classified as a “date rape” drug is prohibited. If a student is found in possession of a “date rape” drug, it will be assumed that the student possessed the drug with the intent to commit a crime against another person by diminishing that person’s ability to object to sexual or other inappropriate acts.

**Possession or Use of a “Date Rape” Drug**
- Expulsion
- Parental Notification

5. Use of any drug or drug combination intended to incapacitate another person by diminishing that person’s ability to object to sexual or other inappropriate acts is prohibited.

**Use of Drug to Incapacitate Another Person**
- Expulsion
- Parental Notification

6. Any violation of the Drug Policy will result in the confiscation of all related paraphernalia.

7. Good Samaritan Statement: Mercyhurst University views student safety as paramount. Student health and safety are the primary concerns of the Mercyhurst community. Students are expected to contact Police & Safety or the AD on duty when they believe that assistance for an intoxicated/impaired student is needed. Students and/or organizations that seek assistance from these sources, the individual assisted, and others involved may have applicable alcohol sanctions waived. In incidents of crisis or medical emergency. Mercyhurst students are expected to care for themselves and for others in the University community by getting help from appropriate officials even when violations of the Conduct Code have occurred. In crisis situations involving alcohol, drugs and/or sexual misconduct the University strongly considers the positive impact of taking responsible action when determining the appropriate response for alleged policy violations relating to the incident. The granting of any form of amnesty remains a matter of discretion with the adjudicator.

This policy does not preclude taking disciplinary action for violations associated with vandalism, theft, hazing, physical assault, sexual assault, or other policy violations. Amnesty under this policy is a matter of compassion, not a right. It is not to be abused by those who violate the Conduct Code repeatedly.

The use of drugs does not limit the responsibility of students for the consequences of their actions.

Any violations where drugs play a significant role may result in a drug assessment.

In situations involving controlled substances where use cannot be verified due to a student’s failure to comply or fleeing the scene, it will be presumed that the student has violated the University’s Drug Policy and will be sanctioned accordingly.
TOBACCO-FREE POLICY

In keeping with the University’s commitment to provide a safe and healthy work environment, and consistent with Pennsylvania’s Clean Indoor Air Act, smoking and the use of smokeless tobacco is prohibited at all times and at all locations on the Erie and North East campuses.

The tobacco-free policy includes university-owned and leased facilities, properties, and grounds and extends to sidewalks adjacent to university buildings and grounds as well as personal vehicles on university property. This includes but is not limited to:

- The interior of university buildings
- Sidewalks, parking lots, parking decks, and recreational areas
- Partially enclosed areas such as walkways, breezeways, patios, porches, gazebos, tents, and bus shelters
- Within university vehicles, including cars, buses, vans, shuttles, and golf carts
- Within personal cars while on campus
- Indoor and outdoor athletic and event venues and facilities

This policy applies equally to all employees, students, visitors, vendors, contractors, and subcontractors.

This policy forbids the use of all nicotine, tobacco-derived or tobacco-containing products, including cigarettes, electronic cigarettes (vapes), cigars and cigarillos, hookah-smoked products, and all forms of oral tobacco.

Organizers and attendees at public events using university-owned facilities, grounds and properties, such as conferences, meetings, public lectures, social events, cultural events, and athletic events, are required to abide by this university policy. Organizers of such events are responsible for communicating to attendees the policies of the university and for enforcing this policy.

Members of the Mercyhurst community in violation of this policy may be subject to disciplinary action through the applicable process. Visitors in violation of this policy will be subject to appropriate actions and may be asked to leave campus.

In most instances, violations of this policy will be first addressed using standard educational methods. Community members who encounter an individual who is violating the policy, but do not feel comfortable approaching the person in violation, should contact Human Resources.

Unless there is an egregious act, enforcement of the tobacco/smoke-free policy will result in a warning, providing information about the policy benefit to the community, and access to information about smoking cessation resources. Further non-compliance may be addressed by actions progressing into personnel action up to and including termination.

RESPECT AND RESPONSIBILITY

The success of this policy depends on the thoughtfulness, consideration, and cooperation of smokers and non-smokers. All members of the University community share in the responsibility for adhering to and enforcing this policy. Anyone in violation of this policy should be reminded that Mercyhurst is a tobacco-free campus and asked to comply with this policy.
Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX’s prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student’s ability to equally access our educational programs and opportunities.

On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 that:

- Defines the meaning of “sexual harassment” (including forms of sex-based violence)
- Addresses how this institution must respond to reports of misconduct falling within that definition of sexual harassment, and
- Mandates a grievance process that this institution must follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of sexual harassment.

Please review the full text of the Final Rule and its extensive Preamble for more information.

Based on the Final Rule, Mercyhurst University implemented the Title IX Grievance Policy, effective August 14, 2020 and updated October 9, 2020. Title IX Grievance Policy can also be found on the Hub.
SEXUAL AND GENDER-BASED
MISCONDUCT POLICY

DR. LAURA ZIRKLE
INTERIM TITLE IX COORDINATOR/SEXUAL AND GENDER BASED MISCONDUCT COORDINATOR
EGAN 314
OFFICE: 814-824-2362 FAX: 814-824-2020

Mercyhurst University prohibits sexual harassment against any staff member, applicant, student, administrator, faculty member, or third-party vendor. Respect for the dignity and worth of each individual is a precept of the University. All persons will be held to standards of conduct which ensure that all members of the University community are free from sexual and other forms of harassment. The University’s Sexual and Gender-Based Misconduct Policy governs complaints involving claims of sexual harassment, discrimination, or violence that are not covered in the Title IX Grievance Policy. Both policies can be accessed on the Human Resources Hub.

The University is committed to providing a work and academic environment that is free of discrimination and harassment and their effects in any form. It shall be a serious violation for any member of the Mercyhurst community to harass another member of the community through conduct or communication. Sexual and other unlawful harassment is unacceptable behavior in the workplace, classroom, and other University--related settings, such as University events or gatherings. Harassment in any form affects not only the victim, but other members of the community as well. Conduct of any harassing nature whatsoever has no legitimate business or academic purpose and is a violation of the University’s work rules (See Disciplinary Action and Work Rules) and student conduct rules (See Student Handbook).

NON-RETLATION POLICY

It is unlawful to retaliate in any way against anyone who has complained about harassment or discrimination. Members of the Mercyhurst community are encouraged to express displeasure at any conduct which may be sexually harassing or in any other way harassing, to tell individual(s) engaging in the conduct that it is unwelcome, and to report that conduct using the complaint procedures set forth in the relevant Gender and Sexual Misconduct policy or other applicable policies.

COMPLAINT PROCEDURE

Any employee who feels that he/she or others have been subjected to sexual or unlawful harassment by another employee, student or third party, should contact the Human Resources Office or the Title IX and Sexual and Gender-Based Misconduct Coordinator to report the situation. Information on filing a complaint can be found on the Human Resources HUB.

Anyone alleging a complaint of sexual or unlawful harassment need not report such harassment directly to any individual who is alleged to have engaged in such harassment. If the reporting requirements of this section would require an individual to report the complaint of unlawful harassment to an individual who is the subject of the complaint, the employee shall report the complaint directly to the Title IX and Sexual and Gender-Based Misconduct Coordinator or the Director of Human Resources or another member of management who is not the subject of the complaint.
The right to confidentiality, both of the complainant and of the accused, will be respected to the extent possible, consistent with Mercyhurst University’s legal obligations and with the necessity to investigate the allegations of misconduct and take corrective action where this conduct has occurred.

Any supervisor or manager who becomes aware of possible sexual or unlawful harassment shall promptly advise the Title IX Coordinator or the Director of Human Resources who will handle the matter in a timely and confidential manner. Anyone engaging in sexual or other harassment will be subject to disciplinary action, up to and including termination of employment. Where a hostile working environment has been found to exist, the University will take all reasonable steps to eliminate the conduct creating that environment.

The Sexual and Gender-Based Misconduct Policy can be accessed on the Hub.
INFORMATION TECHNOLOGY POLICY

CONDUCT CODE FOR THE USE OF INFORMATION TECHNOLOGY

This policy applies to all data, voice, video systems and networks (including hardware, software, and data) owned or operated by Mercyhurst University as well as to outside systems and networks to which Mercyhurst University is connected. The systems range from multi-user systems to single-user devices such as computers and telephones, whether freestanding or connected to networks.

The information technology systems and networks at Mercyhurst University are intended to be used in a manner that supports the educational mission of the University and is conducive to the overall academic climate. Because electronic information is easily reproduced, respect for authorial integrity is essential. Violations of integrity, such as plagiarism, unauthorized access, copyright violations and invasion of privacy, will not be tolerated.

ACCOUNTS AND PASSWORDS

Mercyhurst University creates accounts on its systems for current employees and currently registered students. To be granted the use of an account, users must agree to abide by the rules and regulations related to appropriate, legal, and ethical use of Mercyhurst University systems and networks.

Students and employees are assigned an individual login ID or authorization code and must not share that access code or password with any other person. Users are responsible for any and all usage of their assigned IDs on the systems or networks. Passwords should be changed regularly.

ACCEPTABLE USE

Mercyhurst University systems and networks are vital to the programs of instruction, research, and administration of the University; therefore, a framework of responsible, considerate and ethical behavior applies to use of campus computers, network resources, and access through the University resources to other networks. Since users in fact represent Mercyhurst University, they are expected to apply standards of normal academic and professional ethics and considerate conduct in the economical use of all Mercyhurst University systems and resources. In addition, users are expected to be aware that their use of the systems and networks is subject to all applicable University regulations, Internet regulations, and federal, local, and international laws.

Users are prohibited from using systems and networks to conduct various activities including, but not limited to, the following:

- Access or use without explicit authorization accounts, information, systems or networks at Mercyhurst or at other sites accessible from Mercyhurst’s networks;
- Interfering with or disrupting network users, services or equipment. Disruptions include, but are not limited to, distribution of unsolicited advertising, propagation of computer worms and viruses, personal or non-academic uses which negatively impact academic use, and use of the network to make unauthorized entry to any other machines accessible via the network;
- Inspect, copy, transmit, distribute or disclose any proprietary or confidential information or data, including that pertaining to Mercyhurst’s students, employees, vendors, donors, and alumni; this applies to both print and electronic formats;
- Copy or distribute or transmit intellectual property without explicit permission of the owner. Intellectual property includes text, video, audio, software programs, and data; create, access, copy, transmit or distribute obscene or pornographic materials or materials contrary to the University’s mission and vision;
- Harass, threaten, stalk, or abuse others;
- Conduct business unrelated to the University or excessive use of resources for personal reasons; such use includes, but is not limited to sending stored personal files on computer systems; printing output for personal projects without permission; using University-owned computers for extended periods to send personal e-mail or to browse the Web.

Because materials posted or transmitted on the Internet are identified as coming from Mercyhurst University computer systems, any unofficial material such as student or faculty Web pages must include a disclaimer stating that the information does not necessarily represent the views of Mercyhurst University.

Antivirus software should be run every time a computer starts up, a portable storage device (flash drive, disk, or CD) is used, or a file is downloaded from the Internet or another computer.

The privacy of electronic mail or voice mail is in general respected, but not guaranteed.

Violations of the above guidelines can result in the loss of account privileges as well as other disciplinary sanctions.

1. Claims of copyright infringement must be submitted in writing to Mercyhurst’s designated Copyright Officer, Darci Jones, Director of Libraries. Claims will be dealt with in accordance with the provisions of the Digital Millennium Copyright Act. Repeated copyright infringement will result in the loss of account privileges as well as other disciplinary sanctions.

   **Violation of Copyright Policy**
   **First Offense**
   Written Warning
   Deletion of Illegally Downloaded Files
   Possible Restriction/Loss of Internet Privileges for One Week

   **Second Offense**
   $50.00 Fine and 10 Hours of Community Restitution
   Written Reprimand
   Deletion of Illegally Downloaded Files
   Possible Restriction/Loss of Internet Privileges for One Term

2. Interfering with or disrupting network users, services or equipment, is prohibited.

   **Excessive Use of Bandwidth/E-Mail**
   **First Offense**
   Written Warning
   Possible Restriction/Loss of Internet Privileges for One Week
Second Offense
$50.00 Fine and 10 Hours of Community Restitution
Written Reprimand
Possible Restriction/Loss of Internet Privileges

3. Abuse of network resources is prohibited.

Abuse of Network Resources
$100.00 Fine and 20 Hours of Community Restitution
Social Probation
Possible Disciplinary Probation
Possible Restriction/Loss of Internet Privileges

4. Social network sites, other digital platforms, and distribution mechanisms facilitate student communication. Mercyhurst University believes that such sites provide students with opportunities to interact with individuals in innovative and creative ways. It is critical, however, that students are fully aware of the potential negative consequences arising out of irresponsible and inappropriate conduct on these sites. Mercyhurst students are encouraged to exercise good judgment if they choose to engage in online social networking.

Students will be held responsible for any actions that compromise the integrity of the University. For example, photos or statements placed on these social networks that depict harassment (including sexual harassment); vandalism; underage drinking or consumption of alcohol in violation of Mercyhurst University’s alcohol policy; hazing; and selling, possessing, or using controlled substances can be used in student conduct proceedings.

Misuse of Social Media
$100.00 Fine and 20 Hours of Community Restitution
Social Probation
Possible Disciplinary Probation
Possible Restriction/Loss of Internet Privileges

The violations and sanctions listed above are presumptive. During adjudication, the technical savvy involved in the violation and the intent of the user will be considered.

Violations of Federal Copyright Laws may result in prosecution of the student(s) involved. In no way does adjudication through the University system exempt a student from prosecution.
SIGNAGE RULES AND REGULATIONS FOR
ACADEMIC AND ADMINISTRATIVE BUILDINGS

CONTENT RESTRICTIONS

Publicity, herein referred to as “flyers,” is restricted to publicize meetings and events for Recognized Student Clubs/Organizations (RSCO) at Mercyhurst. Flyers should consist of important information, including but not limited to:

- Name of RSCO
- Major affiliations
- Event time, date, and location
- Event specific details
- Student or advisor contact information (i.e. campus phone number or email address)

Flyers are not to consist of any derogatory or inappropriate language.

Flyers are in no way to promote alcohol and/or drug use, except when in compliance with the Special Event Alcohol Policy.

Flyers must not conflict with the mission, core values and/or Catholic, Mercy identity of Mercyhurst.

Approval of all publicity is at the discretion of Mercyhurst via the Campus Involvement Center.

GENERAL GUIDELINES AND RESTRICTIONS

Flyers can only be no larger than 8 ½” x 11” in size and may be hung on bulletin boards in non-residential buildings. Under no circumstances are flyers permitted on any surface other than bulletin boards, including but not limited to doors, windows, walls, walkways, tables, benches, etc.

If interested, RSCOs may request permission from specific departments/offices to place flyers on any departmental/office bulletin boards. If the RSCO has been granted permission to hang flyers on department/office bulletin boards, the RSCO is responsible for removing all copies of the flyer within 24 hours of the event/meeting taking place. If the flyers are not removed within that time frame, the Campus Involvement Center will remove them and the RSCO will receive a warning. If this occurs repeatedly, publicity privileges will be revoked for a time period to be determined by the Director of the Campus Involvement Center.

RSCOs are not permitted to distribute flyers through campus mailboxes.

Sidewalk chalk is generally prohibited. Under special circumstances, the Director of the Campus Involvement Center may grant approval. On a case-by-case basis, RSCOs wishing to use sidewalk chalk should seek approval by the Director prior to using sidewalk chalk.
APPROVAL PROCESS FOR RSCOS

- Print one copy of the RSCO flyer and bring it to the main office of the Campus Involvement Center, any time Monday through Friday between the hours of 9:00am through 4:00pm. The Center is located on the 2nd level of the Student Union.
- If the flyer meets the standards listed above, Campus Involvement Center staff will stamp it and make the appropriate number of copies for the Campus Involvement Center boards around campus (if you would like to hang in residence halls, you will need to contact Residence Life regarding their signage policies). If the flyer submitted does not meet the standards listed above, it will be returned within 24 hours of receipt and the RSCO will be asked to make the recommended changes. The RSCO will then need to resubmit the flyer for approval.
- The Campus Involvement Center will hang fliers around campus and remove them after the event has ended. There is no need for RSCOs to return to pick up their fliers.

DEPARTMENTAL/OFFICE AND NON-UNIVERSITY ORGANIZATIONS

Any departmental/office publicity (apart from RSCOs sponsored by departments) is exempt from this approval policy. However, it must clearly state the name of the Mercyhurst sponsoring department/office and all other guidelines must be followed. This policy is also in effect for all non-Mercyhurst organizations and approval will be handled by the Director of the Campus Involvement Center. Any exception to the above-mentioned regulations needs to be approved by the Campus Involvement Center. Unapproved publicity and flyers not adhering to the above listed guidelines will be taken down and disposed of, and publicity privileges may be revoked. Any questions or concerns can be addressed to the Director of the Campus Involvement Center at (814) 824-2089.
PROMOTIONAL ITEMS POLICY FOR RECOGNIZED CLUBS/ORGANIZATIONS

Promotional items include anything that:

- Promotes the Recognized Student Club/Organization (RSCO)
- Is distributed to students, current RSCO members or members of the Mercyhurst community
- Is presented as a recruiting tool (t-shirts, pens, key chains, novelties, etc.).
- Is purchased using RSCO Mercyhurst designated and/or MSG awarded funding

Promotional items for RSCOs must adhere to the following guidelines:

- Promotional items must meet the Mercyhurst University marketing brand standards.
- Promotional items are not to consist of any derogatory or inappropriate language.
- Promotional items are not to be sexist, racist, degrade others, or be contrary to the mission, core value and/or the Catholic, Mercy identity of Mercyhurst.
- The promotional item itself cannot be anything that is related to drug use or alcohol consumption. Under circumstances associated with alcohol awareness initiatives or in compliance with the Special Events Alcohol Policy, RSCOs may seek permission for items such as mugs, cozies, etc., from the Campus Involvement Center.
- The promotional item needs to include the name of the sponsoring Recognized Student Club/Organization.
- Promotional items are not permitted to be distributed through campus mailboxes.

Approval of all promotional items is at the discretion of Mercyhurst via the Campus Involvement Center. All requests for promotional item approval must be submitted in writing or via email.

APPROVAL PROCESS FOR RSCOS

- Bring a proposed design to the Campus Involvement Center, any time Monday through Friday between the hours of 9:00am through 4:00pm Make sure to include all content, graphics and logos. The proposed design can also be emailed to the Director of the Campus Involvement Center. The Director will not review the proposed design without a signature from the RSCO’s advisor.
- If the proposed design meets the standards listed above, the Director of the Campus Involvement Center will approve the design and notify the RSCO.
- If the sample submitted does not meet the standards listed above, it will be returned and the RSCO will be asked to make the recommended changes. The RSCO will then need to resubmit the proposal for approval. If the RSCO is not satisfied with the decision of the Campus Involvement Center, they may request a meeting with the Director.

If an RSCO fails to adhere to this policy, the Campus Involvement Center may revoke RSCO privileges for a time period to be determined by the Director of the Campus Involvement Center. The RSCO student leadership team and advisor will be notified in writing.
SPECIAL EVENT ALCOHOL POLICY

Mercyhurst recognizes that responsible alcohol use can be compatible with healthy adult behavior and successful social events. Our intent is to ensure the safety of our students and to ensure that the campus environment remains conducive to the intellectual and social stimulation, learning and growth.

If alcohol is consumed at a special event, it is expected that such consumption is in compliance with Mercyhurst policies and regulations, is not abusive, does not violate the rights of others, and does not lead to conduct that is disorderly, disruptive, or destructive. Any violation of the Special Event Alcohol Policy or regulations for social events with alcohol shall be subject to disciplinary action by Mercyhurst. In addition to the following policy, compliance with the Mercyhurst Student Conduct Code is required.

All special events where alcohol is served must be registered and pre-approved by the Campus Involvement Center and the Vice President of Student Life or his/her designee.

The following regulations apply to all Mercyhurst RSCO special events, in regard to alcohol:

- Only main campus students (no guests, siblings, etc.) will be admitted to events where alcohol is being served and a valid Mercyhurst ID card AND a valid driver’s license or legal government identification for proof of legal age is required.
- Locations in which Special Events may currently be registered include: Sr. Carolyn Herrmann Student Union (Great Room or MSG Chambers); Mercy Heritage Room; Egan Dining Hall (Upper level only); Faculty Dining Room (Egan Hall); and D'Angelo Performing Arts Center (Art Gallery). In addition, these areas must be sectioned off and closed to the general public.
- Students must show a valid Mercyhurst ID card AND a valid driver’s license or legal government identification for proof of legal age, at the point of alcohol service.
- No event with alcohol may begin without a Mercyhurst administrator in charge of alcohol distribution present. The administrator must be in attendance for the duration of the program.
- Each event must begin with a presentation on healthy drinking habits. All students taking part in the event must be present at this part of the event or those students will not be permitted to attend the event.
- High-quality non-alcoholic beverages and attractive food must be readily available and accessible at all special events and throughout the duration of the event.
- For all special events where alcohol is served, Police & Safety must be contacted. They will determine the number of officers needed (if any) for the event.
- Beer and wine are the only alcoholic beverages that may be served or consumed at special events.
- Beer includes all fermented beverages with an alcohol content of up to 6%. Wine includes champagne and other sparkling wines with alcohol content of up to 14%.
- Alcoholic beverages may not be sold at any event without an appropriate state license.
- Special events at which alcohol is served may not occur during reading days or during the final examination period.
- Alcohol may not be served at study breaks. A study break is an event that is limited in duration (1-2 hours) and intended to provide a time to relax during studying.
- Individuals are prohibited from bringing their own alcoholic beverages to any registered event or from taking alcoholic beverages out of the reserved special event space.
• The number of people attending a registered special event who may legally drink will determine the amount of alcoholic beverages available. The attendance limit is set at no greater than 50 students unless approval is granted by the Vice President for Student Life or his/her designee.
• Events at which alcohol is served must be registered with and approved by the Campus Involvement Center with final approval by the Vice President for Student Life or his/her designee.
• If an RSCO wishes to collect a deposit for their event, they are responsible for managing all aspects of the cash box and deposit collection.

RSCO events where alcohol is being served require a minimum of one Mercyhurst administrator to be present throughout the event. The administrator will:

• Be notified of all confirmed space reservations and security suggestions/arrangements for the event by the Campus Involvement Center.
• Must approve and be in attendance during the entire event where alcohol is served.
• Must check all IDs and verify that those in attendance are of legal drinking age.
• Terminate the function if Mercyhurst policies are not followed and follow proper protocol and reporting for any incidents that occur.
ANTI-HAZING POLICY

In keeping with the University’s commitment to the lifelong development of the whole person, we affirm the position of the University to uphold the legal requirements of the Commonwealth of Pennsylvania in regard hazing activities. The Commonwealth of Pennsylvania adopted the anti-hazing law in November 2018. As a Catholic University in the Mercy tradition, we acknowledge our moral obligation to ensure the well-being of each member of the Mercyhurst community and to discourage behavior which debases human dignity. Additionally, we recognize the responsibility the entire community holds in keeping one another safe from avoidable suffering. Therefore, the University is committed to taking the necessary steps to discourage and prevent the wanton, reckless and/or illegal acts that may render short-term and/or long-term harm to a student, and to the physical premises of the community. In order to accomplish these goals the following guidelines, rules, and regulations are set forth:

LEGAL REQUIREMENTS

As students living in Pennsylvania and as members of the Mercyhurst community, students have a responsibility to know and obey the law, including the following:

§ 2802. Hazing. A person commits the offense of hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student’s membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

- Violate Federal or State criminal law.
- Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- Endure any other forced activity which could adversely affect the health and safety of the individual.
- Endure brutality of a sexual nature.
- Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

§ 2803. AGGRAVATED HAZING. A PERSON COMMITS THE OFFENSE OF AGGRAVATED HAZING IF THE PERSON COMMITS A VIOLATION OF SECTION 2802 (RELATING TO HAZING) THAT RESULTS IN SERIOUS BODILY INJURY OR DEATH TO THE MINOR OR STUDENT. AND:

(1) THE PERSON ACTS WITH RECKLESS INDIFFERENCE TO THE HEALTH AND SAFETY OF THE MINOR OR STUDENT; OR

(2) THE PERSON CAUSES, COERCES OR FORCES THE CONSUMPTION OF AN ALCOHOLIC LIQUID OR DRUG BY THE MINOR OR STUDENT.
§ 2804. ORGANIZATIONAL HAZING. AN ORGANIZATION COMMTS THE OFFENSE OF ORGANIZATIONAL HAZING IF THE ORGANIZATION THAT INTENTIONALLY, KNOWINGLY OR RECKLESSLY PROMOTES OR FACILITATES A VIOLATION OF SECTION 2802 (RELATING TO HAZING) OR 2803 (RELATING TO AGGRAVATED HAZING).

Any student found to be responsible for violating the Conduct Code may receive one or more of a variety of sanctions tailored to the specific violation(s). The sanctions listed in the Student Handbook are presumptive. Individual mitigating circumstances (seeking assistance for a fellow student in distress), as well as aggravating factors (including but not limited to misconduct by the student, or failure to comply with previously imposed sanctions) may be considered when determining the level and scope of the sanction(s).

UNIVERSITY REQUIREMENTS

Hazing is prohibited and is cause for disciplinary action. Pennsylvania’s Hazing Law defines “hazing” as:

Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization operating under the sanction of or recognized as an organization by an institution of higher education. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.

In addition, subjecting a person to treatment intended to put him or her in a humiliating or disconcerting position, including the forced (as defined above) consumption of alcohol, drugs, or any other liquid, gas, or solid substance, for the purpose of initiation into or affiliation with any organization on University-owned or operated property or at University-sponsored activities or related to any University group shall be considered hazing, and is prohibited.

Any activity involving hazing will be governed by state and federal law. The University will adhere to state and federal law regarding hazing activities:

- Hazing
  - $200.00 Fine
  - Educational Sanction
  - Disciplinary Probation
  - Possible Action Against Campus Organization (including dissolving the organization)
  - Possible Suspension/Expulsion
  - Possible Withholding of Diploma and/or Transcripts Pending Compliance of Conduct Code
Good Samaritan Statement: Mercyhurst University views student safety as paramount. Student health and safety are the primary concerns of the Mercyhurst community. Students are expected to contact Police & Safety or the AD on duty when they believe that assistance for an intoxicated/impaired student is needed. Students and/or organizations that seek assistance from these sources, the individual assisted, and others involved may have applicable alcohol sanctions waived. In incidents of crisis or medical emergency. Mercyhurst students are expected to care for themselves and for others in the University community by getting help from appropriate officials even when violations of the Conduct Code have occurred. In crisis situations involving alcohol, drugs and/or sexual misconduct the University strongly considers the positive impact of taking responsible action when determining the appropriate response for alleged policy violations relating to the incident. The granting of any form of amnesty remains a matter of discretion with the adjudicator.

This policy does not preclude taking disciplinary action for violations associated with vandalism, theft, hazing, physical assault, sexual assault, or other policy violations. Amnesty under this policy is a matter of compassion, not a right. It is not to be abused by those who violate the Conduct Code repeatedly.