PRESIDENT’S MESSAGE

This handbook is more than just a resource. As you flip through the pages, I hope you take time to think about how you want to be engaged in your college life. Some say that the college years are the best years of your life, but I like to think of the college years as the best years to determine what type of life you want to lead. You will have many opportunities to expand your mind and challenge your views on a variety of topics. This is college. Through discussions in the classroom, conversations with your friends, and experiences in the community, you will shape the way you think and live. I hope you also develop a sense of responsibility to yourself, your college family, and your surrounding community.

Calumet College of St. Joseph offers a variety of opportunities to get involved. As your president, I look forward to interacting with you in the year ahead. Like you, I am anxious at times, but I am also full of eagerness and energized about the future – one that we can shape together as a college community. CCSJ is about belonging and becoming. I hope that you feel a sense of belonging, and that you become a valuable contributor to your college life and society.

We are here to support you, and we wish you the very best. Let’s create Wave momentum together!

Amy McCormack, Ed.D.
President
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Information contained in this publication is subject to change without prior notice. Any changes in this publication are on file in the Academic Affairs and Enrollment and Retention Offices. Information contained herein shall not constitute a binding agreement on the part of the College.

Updated 2/24/2019
C.PP.S. AND COLLEGE MISSION STATEMENTS

C.PP.S. MISSION STATEMENT
We, the Cincinnati Province of the Missionaries of the Precious Blood, are an apostolic community founded in 1815 by St. Gaspar del Bufalo. We are united by a bond of charity and rooted in the spirituality of the Blood of Jesus. We are called to participate in the on-going renewal of the Church and the realization of the Presence of God among ourselves and the people we serve. In our willingness to be flexible and responsive to changing needs, we fulfill our mission through:

- Supporting and nurturing one another,
- Embracing a life of prayer,
- Calling forth the gifts of the laity and working in collaboration with them,
- Preaching and witnessing to the Word of God,
- Promoting conversion and reconciliation, and
- Pursuing justice ever mindful of the poor and marginalized.

COLLEGE MISSION STATEMENT
Calumet College of St. Joseph is a Catholic institution of higher learning dedicated to the academic, spiritual and ethical development of undergraduate and graduate students. Informed by the values of its founding religious community, the Missionaries of the Precious Blood (C.PP.S.), the College promotes the inherent dignity of all people, social justice, an ethic of service, student empowerment, opportunity, and lifelong learning.

THE FIVE PILLARS OF A CCSJ EDUCATION
As these foundational mission statements indicate, Calumet College of St. Joseph is dedicated to the values of Catholic liberal arts education in the C.PP.S. tradition. The five pillars of a CCSJ education, informed by the long tradition of Jesuit pedagogy, mean that at graduation, the CCSJ student will be:

1. Open to growth
2. Intellectually competent
3. Religious, in the sense of having examined his or her feelings and beliefs
4. Loving
5. Committed to doing justice

These goals of Catholic liberal arts education are pursued using the high-impact educational practices identified and described by the Association of American Colleges and Universities to ensure inclusive excellence:

- First Year Seminars and Experiences
- Common Intellectual Experiences
- Learning Communities
- Writing-Intensive Courses
- Collaborative Assignments and Projects
- Undergraduate Research
- Diversity/Global Learning (Study Abroad)
- Service Learning and Community-Based Learning
- Internships
- Capstone Courses and Projects
2018-2019 College Calendar

Semester I (Fall)-2018

July 23-August 10 Bridge Program
August 15-17 Faculty Welcome Week
August 18 Graduate Education Classes Begin
August 18 Accelerated Classes Begin
August 20 Education Classes Begin
August 22 College Survival Freshman Orientation
August 22 College Survival Transfer Orientation
August 23 College Wave Day
August 26 Pre-Season Athletic Banquet (Dynasty Banquet Hall)
August 27 Traditional Undergraduate Classes Begin
August 27 Tuition payment due
September 3 Labor Day-No Classes
September 4 Last day for class changes (add/drop)
September 21 Last day to withdraw from a course without instructor approval
October 8-13 Mid-terms
November 19-24 Fall Break-Thanksgiving recess
December 7 Last day to withdraw from a course with instructor approval
December 15 Traditional Undergraduate Classes end
December 16 December graduation (ceremony held on May 18, 2019)
December 15 Graduate Education Classes End
December 15 Accelerated Classes End
December 18 Traditional Undergraduate Grades Due by 10:00 AM
December 17-28 Intersession Classes

Semester II (Spring)-2019

January 5 Graduate Education Classes Begin
January 5 Accelerated Classes Begin
January 7 Education Classes Begin
January 14 Traditional Undergraduate Classes Begin
January 14 Tuition payment due
January 21 Martin Luther King Jr. Day-School Closed
January 22 Last day for class changes (add/drop)
February 5 Last day to withdraw from a course without instructor approval
February 25-March 1 Mid-term
March 4-9 Spring Break
April 19-20 Easter Recess
April 25 Education Classes End
April 27 Last Day to withdraw from a course with instructor approval
May 3 Traditional Undergraduate Classes End
May 4 Graduate Education Classes End
May 4 Accelerated Classes End
May 8 Traditional Undergraduate Grades Due by 10:00 AM
May 18 Commencement

Semester III (Summer) 2019

Session I May 13, 2019 to June 28, 2019 (7 week session)
Session II July 1, 2019 to August 16, 2019 (7 week session)
Session III May 13, 2019 to August 16, 2019 (14 week session)
STUDENT RESOURCES AND PROGRAMS

Academic Advising

http://www.ccsj.edu/advising

Academic advisors assist students with selecting majors and minors and choosing the course work to achieve their educational and career goals. The Academic Advising Office is located in Suite 100 and is open during daytime and certain evening hours. Students who are nearing graduation should complete a graduation application with their academic advisor at least a semester before they plan to graduate. (See the Schedule of Classes for deadlines).

Students are also strongly encouraged to consult with the program director in their major for advising about academics and careers. All full-time faculty members are available for consultation; their office hours are normally listed in course syllabi and posted on their office doors. The Office of Career Services also provides guidance and information regarding career paths.

Athletics

www.ccsjathletics.com

The Athletic Department provides co-curricular opportunities for student-athletes who have the skill and ability to compete in athletics at the intercollegiate level. Calumet College of St. Joseph is a member of the National Association of Intercollegiate Athletics (NAIA) and competes in the Chicagoland’s Collegiate Athletic Conference (CCAC). The Crimson Wave Athletic Department officially sponsors 19 varsity male and female teams. The Athletic Department supports the mission of the College by promoting high-quality levels of competition in a broad range of intercollegiate sports while emphasizing academic excellence in the classroom. All student-athletes, coaches and staff must meet the eligibility requirements outlined by the NAIA as well as abide by the rules of the association. Information related to the NAIA can be found at www.NAIA.org

Book Rental Program

www.ccsj.edu/bookstore

Textbooks at CCSJ are provided through a book rental program. Book rental has these advantages:

- Receive all the books you need for your classes for one low rental rate!
- No ordering, no book vouchers; just pick up your books at the library pick-up point during the week before classes start.
- Every student will have the right course materials on the first day of class, and every student will have the same texts – no delays while everyone orders books; no problems finding information. Classes will get off to a good start.
- Despite this high level of service, the book rental fee is less expensive than current book purchases for most students.
- The book rental fee is usually covered by financial aid.
- If you decide to keep your book, you can purchase it at half the retail cost. Please see the “How to access your textbook Account” section below.
- Dropping one course and adding another is no problem, though an additional fee may apply.
CCSJ Book Program FAQs

I think that I can do a better job finding books at a lower cost. Can I opt out of the CCSJ Book Program and purchase my own books at the lowest price that I can find?
No. The CCSJ Book Program is mandatory. The book fee is required of every registered student so we can be sure that all students have all the books they need on the first day of class.

What is the cost of the rental?
Full-Time Traditional & Accelerated Students (12-18 credit hours) $350.00 per semester.
Part-Time Students $30.00 per credit hour
Graduate Students (6-9 credit hours) $225.00
Any exceptions granted for classes over maximum semester hours will be charged an additional $30.00 per credit hour.

Where do I find my books?
Traditional students will be able to pick up their books one week prior to the beginning of classes from the library during regular library hours.
Graduate and Accelerated students will have their books delivered to their home. Please make sure your address is current. You can check your mailing address by accessing your ccsj.ecampus.com account. Directions below. Registering early is key to this process.

What happens if I drop or add a course?
When you drop a course, you need to return it to the library Book Rental Location for all students or via a pre-paid shipping label if you are an Accelerated or Graduate student. Please see the “How to access your textbook Account” section below.
If you add a course after books have been delivered:
Traditional students will pick up their new textbook approximately 3 to 5 business days after registering for the class in the library at the Book Rental Location.
Accelerated or Graduate students your new book will be sent to you, though an additional fee may apply. You must return the textbooks from the dropped course. You can print a pre-paid shipping label from your ccsj.ecampus.com account. Directions below.

Can I write in the book?
eCampus will accept a minimal amount of writing. It is up to their discretion. We suggest you use pencil and erase when done. If they do not accept the book, you will be charged 50% of the current publisher’s list price.

I really like to keep my books for future reference. Do I have to return my books at the end of the semester?
You would contact eCampus any time during the semester. They can be reached at 1-877-284-6744 or bookstore@ecampus.com

What happens if my book is lost or stolen?
The student will be charged 50% of the current publisher’s list price.
How will I pay any additional fees?
All additional book fees – for lost or stolen books or books you decide to keep – will be added to your student account.

How do I return my books?
All books must be returned within seven calendar days of the end of the semester.

Traditional Students will return their books to the Library where they picked them up.
Graduate and Accelerated students will print a pre-paid return mailing label from their ccsj.ecampus.com account. They may mail them back using the label provided or return them to the Library during regular library hours.

What if I require an Alternative Format textbook?
Students who have a documented print disability may request a copy of their textbooks in alternative format.
Please contact Cheryl Davis at 219-473-4321 or send an email to books@ccsj.edu. Alternate formats include e-text, audio, large print, Braille, or other formats. We will work to get texts in the format that works best for you. Requesting textbooks in an alternate format can be a lengthy process. Please be aware that although some texts can be acquired quickly, the process can take up to three weeks, so do not delay in submitting your request.

What if I get an “I”, incomplete grade for a course?
Beginning Fall 2018 if you need to keep the book to finish the course, you will have to pay for the book. It will be 50% of the retail value.

How to access my rental book account and information.
To access your rental book account with eCampus you must follow these steps. You cannot create your own account using your personal email, it must be your CCSJ email.

Rental Returns for Accelerated or Graduate students.

1. Use Google Chrome
2. Go to ccsj.ecampus.com
3. Go to “My Account” login
4. Use your CCSJ email that you use to log into your CCSJ email. Your login information in Email is different from your login in Blackboard.
   If you need help with your email login, contact Computer Services Help Desk at (219) 473-4366.
5. Your password is your CCSJ student ID. You can change it once you have logged in.
6. To return you rental either because a class was dropped or at the end of the semester, click on “Manage My Rental Returns” at the top of the page.
7. Click on “Return at the end of Term “
8. All the books assigned to you will be displayed. Click the box to the right of each book you want to return.
9. Click on “Print Label and Complete Return” A packing slip and a pre-paid shipping label will appear.
10. Place the packing slip inside your shipping box and place the label on the outside. You MUST have the packing slip inside the box in order for this return to be processed and avoid late fees.
11. Take the package to the nearest UPS store and send it off.

QUESTIONS ABOUT THE CCSJ BOOK SERVICE? – Call: (219) 473-4321 or email: books@ccsj.edu
TUITION PAYMENT
All students who attend Calumet College of St. Joseph are accountable for payment in full of their student account. Students are encouraged to actively pursue all financial assistance for which they may be eligible. Calumet College of St. Joseph accepts personal checks, cash, money orders, American Express, Visa, MasterCard and Discover as payment. Credit and/or debit card payments can only be made through the My CCSJ Online Service. All debit or credit card transactions are accessed a 2.5% credit card fee at time of payment. In addition to online access, students can submit payment through US Mail, by phone or in person at the Business Office, room 123.

All tuition and fees must be paid in full by the first day of class of each term, including balances that exist after financial aid has been applied. Students who have a balance on their account will not be allowed to register for future terms until the balance for the current semester has been paid in full. Financial obligations include tuition and fees, bookstore charges and library fines. Degrees, transcripts and letters of honorable separation are withheld from those students who have not settled their financial obligations to the College.

It is the policy of the Business Office not to send out monthly statements. Therefore, it is extremely important that students check their Student Online Services Account to obtain detailed account information and their balances.

The College reserves the right to refer a delinquent student account to an attorney for collection of debt. Should this action take place, the student will be responsible for all collection costs, including court costs, interest, agency fees and attorney fees incurred in the collection of monies due Calumet College of St. Joseph.

PAYMENT PLAN POLICY
Students who are unable to pay for their tuition and fees must enroll in the Calumet College of St. Joseph Tuition Payment Plan. With participation, you are able to pay your account balance in convenient and interest free monthly payments. There is a nonrefundable fee to enroll. Please call or email Walter Thompson at 219-473-4394 or wthompson@ccsj.edu to arrange your Tuition Payment Plan.

Students failing to pay past-due balances or make payment arrangements are assigned to an attorney for collection of debt. The debt is reported to the credit bureaus by the attorney. Attorney fees, interest and court costs will be the responsibility of the student.

The collection process is not applied to those students who are making regular payments on their account in a timely manner.

RETURNED CHECK POLICY
The return of a check issued to Calumet College of St. Joseph will result in a fifty dollars ($50.00) service fee per check placed against the account of the student on whose behalf the check was presented. Each student will be allowed two (2) returned checks per Calumet College of St. Joseph's academic year, after which any payment by check will not be accepted. All returned checks will be forwarded to an attorney if the amount of the check plus the service fee has not been paid within ten (10) days of the nonpayment.
ERROR ON ACCOUNT
Each student is responsible for payment of additional tuition and fees in the event of class changes and/or errors in calculations upon completion of the audit.

REFUND POLICY
During the first four weeks of a fall or spring term, a percentage of payment is required based on the date of withdrawal. Each week the percentage changes; therefore students are encouraged to note the refund schedule posted for each term in the course schedule, with the registration form and in the academic planner. All weekend classes have a separate refund schedule. Students are encouraged to contact the Registrar's office for details.

REFUNDS & REPAYMENTS FOR STUDENTS RECEIVING FEDERAL FINANCIAL AID
Refunds and returns are calculated using federally mandated formulas. All funds remaining on a student's account as a result of finalized financial aid will be calculated according to federally mandated guidelines. (See college catalog for more details.)

REFUNDS & REPAYMENTS FOR STUDENTS RECEIVING STATE FINANCIAL AID
Students who are receiving state funding and completely withdraw within the first four weeks of a semester will not be eligible for state aid. After the fourth week of class, the state mandated calculation for refunds will apply.

EMPLOYER TUITION REIMBURSEMENT
Students whose employers provide a tuition reimbursement benefit should verify this information with the Business Office at the time of registration. Any tuition or fees that the student’s employer will not reimburse (e.g. differential in tuition attributed to grade received, graduation and technology fees, etc.) are the responsibility of the student.

Career Services
www.ccsj.edu/Careers

The Office of Career and Internship Services maintains a wide range of current occupational information, internship and job listings, and career assessment materials designed to help students and recent alumni explore career opportunities. Books, videos, articles, and resources regarding fields of study, job markets and outlooks, job search skills, and graduate schools are available. Job preparation workshops and consultations are offered along with general internship and career guidance.

SERVICES PROVIDED
- Career Self-Assessment Tools
- Internship Planning and Assistance
- Career Advising and Coaching
- Internship and Job Preparation Workshops
- Job Fairs
- Resume and Cover Letter Development and Review
- Interview preparation
JOB POSTINGS
A Job Bulletin Board is located on the first floor of the College outside of room 100 and job postings are also done electronically through campus email and the Career Services Facebook page at: https://www.facebook.com/CCSJCareerServices/?ref=aymt_homepage_panel.

INTERNESISHP PROGRAM
The College provides opportunities for students and employers to collaborate in developing career-related experiences. Through practical, "hands-on" experience, students are able to apply the knowledge gained in the classroom to real life situations, develop additional knowledge and skills, network with professionals in the field and earn academic credit.

Any student may seek an internship, but one is required for students who major in Human Services, Psychology, Criminal Justice, and Media and Fine Arts (refer to College Catalog for more details regarding the requirements for these areas of study). These students must meet the GPA requirement for their specific department and obtain approval from their Program Director to begin an internship. Students should begin planning their internship at least one semester prior to their desired start date since some organizations require students to obtain liability insurance. This cost can be applied to a student's financial aid award.

Traditional Internship
Students can begin an internship either in their Junior or Senior year; and internships are for one semester (14 weeks). Students are expected to devote a minimum of 10 hours per week to their internship for a total of 90 hours. Students are expected to assume tasks that allow them to apply the principles and knowledge they are learning in the class to tasks that will be assistance to the organization. Since most internships are UNPAID, students will receive course credit for the internships.

Requirements:
- Approval from Program Director
- A minimum GPA of 2.0

Experiential Learning Internship
The Enterprise Expansion Opportunity Network (EEON) Internship Program provides Calumet College of St. Joseph’s most talented students with a two year experience (i.e., 600 hours) that will prepare them for a successful post-graduate career by applying the knowledge gained from the various courses taken in the classroom to a practical work setting. Students participating in this program will also receive an annual stipend. All majors are accepted!

Requirements:
- Be classified as an academic junior with full-time status
- Possess a minimum GPA of 2.75 or above in all courses; 3.0 in major
- Be available to work 10 hours a week

Coordinated Practicum
Additional experiential learning opportunities are available to any student in the College through a Coordinated Practicum. Unlike internships, a Coordinated Practicum is not required, but it offers students an opportunity to obtain credit for experiences in their place of
employment or an assigned organization. A Coordinated Practicum is monitored by the Program Director.

Students interested in applying for a Coordinated Practicum, or general internship can do so after successful completion of at least one academic semester. Those interested in completing an internship in their major can apply in their junior or senior year of study.

OFFICE HOURS
Services are offered from 9:00am-3:30pm Monday through Friday. Appointments are suggested, but walk-ins are welcomed. We try to accommodate the student’s schedule if an appointment is needed outside of regularly scheduled office hours. Students can also complete a request form for career assistance and will be contacted for an appointment.

FOR MORE INFORMATION, CONTACT
Dino Ramirez, Career Services Coordinator: 219-473-4253 dramirez1@ccsj.edu

Counseling (Student Assistance Program)
https://www.ccsj.edu/Counseling

Through a partnership with Crown Counseling, Calumet College of St. Joseph provides a free Student Assistance Program (SAP) to current students. The SAP is a confidential counseling service provided to students for personal and school concerns which may be interfering with academic performance and/or quality of life. The SAP counselor is available on campus once a week and off-site at the Crown Point or Hammond locations. For more information, contact Crown Counseling, at 219-663-6353 or Dr. Dionne Jones-Malone at djonesmalone@ccsj.edu.

Disability Services
www.ccsj.edu/Disabilities

CCSJ seeks to provide opportunities for equal access in programs, services and activities. Students with documented disabilities requiring support to access academic activities are encouraged to contact Disability Services. CCSJ and Disability Services strive to meet the needs of all students, providing academic services in accordance with the Americans with Disabilities Act (ADA) guidelines. The ADA states that a disability “must place substantial limitations on an individual's major life activities.” A person with a disability is any person who has a physical or mental impairment that substantially limits one or more major life activities and has a medical record of such impairment.

The following are examples of services which are available:

- Note taking support, readers, scribes as needed
- Assistive Technology
- Coordination of classroom and testing accommodations
- Tutoring
- Counseling
- Informational Resources
"Reasonable accommodations" as stated by the ADA must be provided on a case by case basis to individuals with disabilities. The accommodations must be reasonable and effective. Students must meet with the Coordinator of Academic and Disability Services to complete the Intake Form to request accommodations. The accommodation requests must be completed as soon as possible for each semester or beginning of a new class.

It is the student's responsibility to contact the Disability Services office to request accommodations. When requesting accommodations, students are to provide professional documentation of their disability. Examples of sufficient documentation are:

- Formal medical statement from a doctor verifying the disability including contact information.
- Copy of the most recent psychological testing explaining the disability completed by a qualified evaluator including descriptions of treatments, medications, and academic accommodations recommended.
- Documentation from the Vocational Rehabilitation Services (VRS) or other agency supplying testing need or verification of disability.

After the student's intake form and documentation have been submitted, the documents will be reviewed. If determined eligible, Disability Services will notify the student regarding eligibility. The student will then be required to meet with the Coordinator of Academic and Disability Services to complete the faculty accommodations request, Permission to Release Information, and FERPA. If the student has not been contacted by Disability Services within a timely manner, the student needs to follow up with the Disability Services office. Documentation requirements vary for different disabilities and additional documentation may be needed. Students must contact Disability Services to complete faculty accommodations request, Permission to Release Information, and FERPA each semester. Students with disabilities are required to meet the same academic standards as other students. If you have any questions, contact the Coordinator of Academic and Disability Services at 219-473-4349 or visit the website at www.ccsj.edu/disabilities.

Enrollment
www.ccsj.edu

Calumet College of St. Joseph promotes a single point of contact for prospective and current students. When a student meets with a Recruitment and Enrollment Specialist, he or she will not only learn about the College but also have a contact and mentor available throughout their educational experience. Each Recruitment and Enrollment Specialist is responsible for recruiting and guiding students through the admission process. Additionally, the Recruitment and Enrollment Specialists maintain a relationship throughout the student’s college experience. Students are also strongly encouraged to consult with the program chair in their major for supplemental advising in academics and careers. All full-time faculty members are available for consultation. Their office hours are normally listed in course syllabi and posted on their office doors.

The Office of Enrollment is located in Room 116 and is open Monday, Thursday and Friday from 8:30 am - 5:00 pm, Tuesday and Wednesday from 8:30 am - 7:00 pm. Persons interested in seeking admission to Calumet College of St. Joseph are urged to visit the campus. Visitors will be able to meet privately with a Recruitment and Enrollment Specialist and will be given a tour of campus. Appointments are encouraged but not required.
All transcripts and correspondence related to admissions should be addressed to:
Office of Enrollment
Calumet College of St. Joseph
2400 New York Avenue
Whiting, IN 46394-2195
Phone: 219-473-4215 or 773-721-0202. Ext. 215
Fax: 219-473-4336
Web Site: www.ccsj.edu

Traditional Academic Programs
Calumet College of St. Joseph has offered bachelor and associate degrees and certificates for over 65 years. The College’s traditional academic programs are designed to serve high school graduates and transfer students, as well as adults who are returning to school. Classes are offered during the day and evening.

The College’s traditional academic programs have two components:

- A General Education curriculum that (1) exposes students to an intellectual heritage that is central to the liberal arts tradition to which the College has long been committed and that (2) develops foundational knowledge and skills students need to succeed in their major programs of study.
- Major and minor courses of study that prepare students for professional work and graduate school.

Accelerated Academic Programs
Calumet College of St. Joseph’s accelerated degree programs are aimed at mid-career professionals who have college credit, but who have not completed sufficient coursework to earn a bachelor’s degree. Students can earn baccalaureate degrees in Organization Management or Public Safety Management.

Graduate Programs
The Master of Science in Public Safety Administration is an innovative and practitioner-oriented degree offering. The program complements and expands the institution’s historic commitment to addressing the educational needs of individuals engaged in law enforcement and related fields. Structured as an accelerated, adult-learning initiative, the degree program removes the time and space barriers that often prevent working professionals from competing graduate level education.

The Master of Arts in Teaching is an alternative route to receiving a teaching license. This program provides people with a Bachelor’s or Master’s degree who are already skilled in their specialty the opportunity to make a smooth, efficient transition to the education profession. Classes are delivered in an accelerated, adult learning format on Saturdays. The program is divided into two phases: the initial phase results in an elementary education or secondary education certification and the final phase completes the Master’s degree.

The Master of Arts in Psychology is a two-tiered program incorporating current theoretical and clinical practices. Completion of the Terminal Project course will prepare students to sit for professional licensure or certificates offered by the states of Indiana and Illinois. The program's design will enable students to create their own professional development plan while gaining expertise in the fields of research and practice.

The Master of Science in Management is designed with twelve core courses. The curriculum is broad-based and practitioner-oriented, designed for mid-career professionals, and structured to address the
needs of working adults. It is competency based and adheres to the principles and practices of adult learning with respect to instructional strategies, curricular design and student services. Furthermore, students will be utilizing the flexibility of a hybrid class structure that incorporates both distance learning and classroom instruction. The program has an accelerated format, in which each class is 7 weeks long.

Students can contact the Office of Enrollment at 219-473-4215 or 877-700-9100 or reference information from the internet at www.ccsj.edu.

**Tuition Freeze Policy**

You work hard to make money and manage your finances. You may even have a family to support. Calumet College of St. Joseph’s tuition freeze program can help; it means that you may be able to keep the same tuition rate until you graduate.

The tuition freeze program is for first-time, full-time degree-seeking students (not transfer students) who start in any fall term. In order to qualify for the tuition freeze, you must stay on track to graduate with a bachelor’s degree in four years by completing at least 30 credit hours per year. That’s 30 credit hours after year 1, 60 after year 2, 90 after year 3, and 120 at the end of year 4, which is the number of credits required to graduate with a bachelor’s degree.

With Calumet College of St. Joseph’s tuition freeze program, you will know exactly what your education will cost – AND you will graduate in four years. For more information, please contact an admissions representative by calling (219) 473-4215 or by emailing admissions@ccsj.edu.

**Financial Aid**

[www.ccsj.edu/FinancialAid](http://www.ccsj.edu/FinancialAid)

The cost of an education at Calumet College of St. Joseph is very modest compared to that of private colleges in our tri-state area. Nevertheless, we recognize that many students need financial support. In fact, approximately 90% of our traditional student body receives some form of financial aid and scholarship assistance. We encourage all students who need help in meeting their college expenses to apply for financial aid and scholarship opportunities.

Students at Calumet College of St. Joseph can apply for federal and state grants, federal student loans, and work study opportunities to assist in meeting their college costs. In addition, the College will award over $3,200,000 in institutional grants and scholarships this year. While most awards are “need based,” a number of aid options are also available to students who show academic promise. In most cases, the aid package awarded is a combination of grants, scholarships, loans, and/or employment benefits. Staff in the Office of Financial Aid is committed to assisting in the completion of all required forms and to meeting financial need as fully as possible given constraints of program regulations and funding availability. A complete list of all scholarships, grants, and loans (as well as award eligibility and restrictions) is available in the Office of Financial Aid, in the Student Catalog, and on the CCSJ website.

To be considered each year for federal, state, or institutional aid, students must: be academically eligible, be degree seeking, complete the Free Application for Federal Student Aid (FAFSA) as early as October 1 of each year but at least by March 10 for state awards, supply all required verification documents to the Office of Financial Aid, not be in default on a federal loan or owe a refund on a grant, and be a U.S. citizen or eligible non-citizen.
If a student is concurrently attending another institution, staff in the Office of Financial Aid must be informed.

**SATISFACTORY ACADEMIC PROGRESS (SAP) POLICY**

Effective date July 1, 2011

Federal legislation governing all federal financial aid programs requires that students receiving federal financial aid make satisfactory academic progress (SAP) toward a degree in order to maintain eligibility for this aid. It is the policy of Calumet College of St. Joseph that all recipients of all financial aid programs, including state and institutionally funded programs, are subject to the same satisfactory academic progress standards as those for federal financial aid.

Satisfactory academic progress at CCSJ is monitored at the end of each fall, spring and summer semester. All SAP standards are reviewed based on all classes in all semesters taken at CCSJ. Additionally, all accepted transfer credits from regionally accredited colleges and universities are included in the calculation of the Percentage of Credits Completed Standard. If a student changes majors or seeks to earn additional degrees, the calculations remain the same. However, if a student receives a Bachelor’s degree or Master’s degree, the calculations will start over the semester following degree completion. (Please note: SAP standards are the minimum criteria for maintaining financial aid eligibility. Certain forms of financial aid may carry other requirements for renewal.)

**SAP consists of three parts:**

- **Qualitative standard based on GPA:** All undergraduate students are required to maintain a cumulative 2.0 GPA and all graduate students are required to maintain a 3.0 GPA. Any student falling below that standard for any enrolled term will be placed on academic warning but will still qualify for financial aid. If a student continues below the standard in a subsequent term, that student will be placed on financial aid suspension and will not qualify for any form of financial aid.

- **Quantitative standard based on rate of completion:** Rate of completion is evaluated after each enrolled term by dividing the cumulative credit hours earned by the cumulative credit hours attempted or enrolled. Students are required to maintain a rate of completion at 67% to meet SAP standards. Repeated courses, withdrawals, and incompletes do not count toward a student’s GPA but do count toward credit hours enrolled. Transfer hours accepted toward completion of a student’s program count as both credit hours enrolled and credit hours completed.

- **Maximum Time Frame Standard**

  Students are expected to complete all academic requirements for a degree within 150% of the published length of the educational program in which the student is enrolled. Accepted transfer credit hours are included in the calculation of the Maximum Time Frame Standard. Below are examples of maximum time frame requirements:

<table>
<thead>
<tr>
<th>Required Hours to Complete Degree</th>
<th>Maximum Attempted Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate</td>
<td>58-60</td>
</tr>
<tr>
<td>Bachelor</td>
<td>118-120</td>
</tr>
<tr>
<td>Master</td>
<td>36-67</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Maximum Attempted Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>87-90</td>
</tr>
<tr>
<td>177-180</td>
</tr>
<tr>
<td>54-101</td>
</tr>
</tbody>
</table>

**SAP Evaluation**
1. SAP is calculated at the end of each fall, spring and summer semester for qualitative and quantitative progress.

2. Students meeting the standards listed above when calculated will be in SAP good standing.

3. The first semester a student does not meet the standard, the student will be placed on SAP Warning. The student will still qualify for financial aid.

4. The second consecutive semester a student does not meet the standard, the student will be placed on SAP Suspension. The student will not qualify for financial aid. The student will have to submit an appeal to be considered for financial aid reinstatement.

5. In addition, students will have to apply for academic readmission, a separate process.

**SAP Appeal Process**

- SAP Suspensions may be appealed if unusual or mitigating circumstances affected academic progress. Such circumstances may include a severe illness or injury to the student or an immediate family member, the death of a student’s relative, student activation into military service, or other circumstance deemed appropriate for consideration by the SAP Appeals Committee.
- The student must complete the SAP Appeal Form at: [http://www.surveygizmo.com/s3/1640895/SAP](http://www.surveygizmo.com/s3/1640895/SAP)
- The student will be notified by email of the decision made by the appeals committee.
- All appeal approvals are accompanied with an academic plan that outlines conditions by which a student can regain SAP Good Standing status and it requires a student’s signature.
- All decisions of the SAP Appeals Committee are final and a student is limited to 2 appeals.
- All students who raise their cumulative standards to equal or exceed the minimum requirements will be reinstated to SAP Good Standing.
- The Financial Aid Office will make a determination regarding continuation of financial aid and notify the student via email.
- The Academic Affairs Office will convene the Readmission Committee, which will determine requirements for academic readmission, if possible, and notify the student via email and letter.

**International Student Services**

[www.ccsj.edu/International](http://www.ccsj.edu/International)

CCSJ provides international students with a warm welcome to the campus community and supports their transition to help them comfortably adjust to their new life on campus and in Whiting. We conduct New Student Orientation for all new international students and also coordinate various intercultural, educational and social programs and events. All of these services help ensure that international students have the greatest opportunity to achieve their academic, personal and professional goals during their time at Calumet College of St. Joseph. For more information contact Becky Leevey at 219-473-4218 (office), 219-644-7207 (cell) or via email at rleevey@ccsj.edu. International Student Services is located on the 1st floor, Room 116 in the Admissions Office.

**Mission and Ministry**

[www.ccsj.edu/Ministry](http://www.ccsj.edu/Ministry)

The Office of Mission and Ministry at Calumet College of St. Joseph advances the Catholic identity and Precious Blood heritage of the only Catholic college in Northwest Indiana by supporting the integration
of learning, faith and service through a broad array of programs that engage students, faculty, staff, College leadership, and alumni in the understanding and practice of our religious identity, values and commitments.

Each year, many persons participate in the programs of the Office of Mission and Ministry: retreats, seminars, lectures, mission and immersion trips, service projects, and opportunities for worship and spiritual reflection on campus, on location, and on-line. As a Catholic college in the Precious Blood tradition, we respect and value the wide variety of religious and humanist perspectives of our colleagues. We strive to represent a “centered pluralism” in our offerings and respectfully engage the particular traditions represented in our community.

Registrar
www.ccsj.edu/registrar

The Registrar's office is the official repository of all student records. Services of the office include processing and verifying registrations, posting grades, recording transfer credit, determining grade point average and class rank, providing grade report sheets, issuing transcripts, offering Veterans Assistance, verifying eligibility for degree conferral and issuing student grade reports, and developing the Dean's and President's lists. Students are urged to call this office if questions arise concerning any of the following.

REGISTRATION
Credit cannot be given for any course unless the student is correctly registered. After a student has registered, changes in courses or class selections are initiated and processed in the Academic Advising/Education Offices.

SEMESTER SCHEDULE
A student's semester schedule of classes is not considered final until it has been processed through the Academic Advising Office and/or Education Office. Opportunity for necessary adjustments (add/drop) in class schedules is provided during the first week of classes in each semester. A student may, with consent of the Academic Advising office, change a schedule by adding or dropping courses during the first week of classes in Terms I, II and III. Summer terms have shorter deadlines for adding or dropping a course. Courses dropped during these periods do not appear on the student's permanent record. Note: Adult Student Services Program student schedules are unique to their group and add/drop dates vary.

AUDITING A COURSE
Students who wish to attend class without obligation of regular attendance, outside class work, tests, or examinations may audit a course if space permits. Students register to audit a course in the same manner as for a credit course. The total number of credit and audit hours combined for which a student registers may not exceed eighteen each semester. The fee to audit is the regular tuition rate per semester hour. For full-time students, the fee for auditing a course is $15.00 for each semester hour in excess of twelve hours of credit and audit work combined. Auditing is available only to students who have been admitted to the college.

WITHDRAWAL FROM CLASSES
After the last day established for class changes has passed (see the College calendar), students may withdraw from a course in which they are registered due to circumstances beyond their control, such as
an illness, accident, grievous personal loss, or other such circumstances. A written request detailing the reason(s) for the withdrawal must be completed with the Office of Academic Advising and filed with the Registrar. The Office of Academic Advising must receive a written request for withdrawal by the last day of classes. Written requests should be submitted in person or, when an in-person visit is not possible, mailed or e-mailed to the Office of Academic Advising. If the request requires instructor approval per the College calendar, it must be forwarded to the faculty member, who makes the final determination to accept or deny the request.

**Withdrawal from classes may have implications for time to graduation, athletic eligibility and financial commitments**, and students should meet with representatives of Academic Advising, Athletics (if applicable), and Financial Aid. Following these meetings, if the request is honored by the faculty member, the student will receive notification of official withdrawal from the Registrar.

If the request is denied by the faculty member, the notification will indicate why the withdrawal is disallowed. Please note that if the request does not require instructor approval, the student must still meet or speak with representatives from Academic Advising, Financial Aid, and Athletics (if applicable) before the withdrawal will be processed.

An official withdrawal is recorded as a “W” grade on the student’s transcript. Discontinuing a course without written permission automatically incurs a grade of “FW,” failure to withdraw. See Refund Policies on the College website (www.ccsj.edu/businessoffice/Refund.php) for the financial implications of withdrawing from courses.

Accelerated Degree Program students should consult their program handbook for withdrawal procedures pertaining to their specific programs.

**A GRADE OF INCOMPLETE**

A grade of “I” (Incomplete) is granted upon the request of the student when he or she is unable to complete class requirements due to unavoidable circumstances near the end of the semester. A request for an Incomplete must be submitted to the instructor, who may require that it be submitted in writing. If the instructor grants the request, he or she will determine the amount of time to be allowed, not to exceed the last class day of the following academic term, for the completion of all required work. An Incomplete Grade Form specifying the work required for completion of the course and the due date will be submitted by the instructor to the Registrar’s Office. A copy will be forwarded to the student. If the instructor does not submit a change of grade within one week following the due date, the Registrar will automatically assign a grade of F. A grade of I will not be considered in computing GPA.

**SCHOLASTIC INDEX**

The index or grade point average (GPA) represents the ratio of a student’s total quality points to total hours attempted. This ratio can be calculated by dividing the sum of the student’s quality points by the sum of all hours attempted. For example, if a student earned two A’s and two B’s in four different three credit-hour courses, the scholastic index would be 3.5 or \( \frac{(4 \times 3) + (4 \times 3) + (3 \times 3)}{12} \) total credit hours.}

**REPETITION OF COURSES**

If a student repeats a course, only the higher of the two grades received for the course will be counted in computing the cumulative index. Both grades remain on the student’s permanent record, with the
lower grade marked as having been superseded by a second grade for the same course. Students cannot repeat undergraduate courses more than twice.

Specker Memorial Library
www.ccsj.edu/library

The Specker Library of Calumet College of St. Joseph provides information, resources (traditional, multimedia, and electronic), and services to support the college’s mission and academic programs. The library houses over 10,000 volumes of books and journals, and it has a computer lab and study areas. Electronic resources are available both on campus and off campus through the Library’s web page: http://www.ccsj.edu/library. Electronic resources include Pegasus, the library’s online catalog; EBSCO, over 30 databases that include electronic books, online journal collections such as Academic Search Premier, PsycARTICLES, Business Source Complete, and Humanities International complete, and Professional Development Collection among many others. Research guides and Handouts on various topics are also available from the Library Website. Additionally, the Library circulates multimedia equipment and DVDs. Full text articles or books unavailable at Specker Library can be borrowed via Interlibrary Loan, a free service offered by the Library. Scholarly articles can be delivered to your email box. Reference questions, individualized and group library instructions or consultations can be arranged with Dr. Qi Chen, Library Director, at qchen@ccsj.edu or (219) 473-4375. The Library Website also has a chat box that enables students to send messages to the librarian to obtain instant help when working on their assignments remotely. Information regarding services and resources of Specker Library can be obtained at the circulation desk at (219) 473-4373, or by emailing library@ccsj.edu.

The Library also produces students’ identification cards, which function as the Specker Library Card. The CCSJ identification card will be made at Orientation or by appointment. There is a fee for requesting a replacement for a lost or missing card.

Financial Aid

LIBRARY HOURS (Check signs at the Library entrance and our website for changes)

Fall & Spring Terms:
Monday – Thursday 8:00 a.m. - 8:00 p.m.
Friday 8:30 a.m. – 4:30 p.m.
Saturday 9:00 a.m. – 12:00 p.m.

Intersession/Summer Hours (check library website as they are subject to change):
Monday – Thursday 8:00 a.m. - 5:00 p.m.
Friday 8:30 a.m. – 4:30 p.m.
Saturday 9:00 a.m. – 12:00 p.m.

Specker Library is closed on Sundays and all holidays.

LIBRARY STAFF EMAIL AND PHONE NUMBERS

Library & Circulation Desk library@ccsj.edu, mmartin@ccsj.edu 219-473-4373
Reference & Electronic Resources reference@ccsj.edu, qchen@ccsj.edu 219-473-4376
Student Organizations and Activities

Co-curricular and extra-curricular activities are a very important part of the college experience. CCSJ students may take part in student organizations and clubs for many different interests. Student engagement inside and outside of the classroom creates lasting friendships, while enriching the social, cultural and educational experiences necessary for career advancement.

Our list of clubs and organizations is always growing. Below are some of the established clubs and organizations at CCSJ; however, students are encouraged to start their own club to meet their interests.

<table>
<thead>
<tr>
<th>Co-curricular Clubs</th>
<th>Extra-curricular Clubs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Justice Club</td>
<td>Black Student Union</td>
</tr>
<tr>
<td>Drama Club</td>
<td>Food Pantry</td>
</tr>
<tr>
<td>Education Club</td>
<td>G.I.V.E. (Get Involved, Value Everyone)</td>
</tr>
<tr>
<td>English/Creative Writing Club</td>
<td>International Club</td>
</tr>
<tr>
<td>Paralegal Club</td>
<td>Los Amigos</td>
</tr>
<tr>
<td>Philosophy Club</td>
<td>Student Government</td>
</tr>
<tr>
<td>Psychology Club</td>
<td>Rowing Club</td>
</tr>
<tr>
<td>Business/SHRM (Society of Human Resource Managers)</td>
<td>Veterans Club</td>
</tr>
<tr>
<td>Science Club</td>
<td></td>
</tr>
</tbody>
</table>

The College newspaper Shavings and the literary magazine Against the Grain provide students opportunities to publish their written work. All questions and inquiries about co-curricular clubs should be directed to Dr. Ginger Rodriguez, Vice President of Academic Affairs by email at grodriguez@ccsj.edu, and extra-curricular club inquiries should be directed to Dr. Dionne Jones-Malone, Vice President of Student Engagement and Retention by email at djonesmalone@ccsj.edu.

Student Success Center

www.ccsj.edu/Support

The Student Success Center supports Calumet College of St. Joseph students through an interactive learning experience. Students work with faculty tutors to develop course competencies and study skills such as time management, test preparation, and note taking. In addition, students will find tutoring support to help pass courses, improve grades, and promote continuing education and career advancement. Tutors have a specific charge: to help students learn how to master specific subject matter and to develop effective learning skills.

Tutoring is open to all students at Calumet College of St. Joseph during the regular academic year at no charge, and is available to support most introductory courses. For more information, contact the Student Success Center at 219-473-4287 or visit room 166 (in the Library).
Testing Services

CLEP and CASA IBT

Calumet College is a national testing site for the College Level Examination Program (CLEP) and Core Academic Skills Assessment Internet Based Test (CASA IBT). The CLEP exam allows students to receive college credit by testing in an area of proficiency. The CASA IBT is the teacher candidate state exam. Both tests are by appointment only. For additional information about CLEP and CASA testing, contact the Office of Enrollment at 219-473-4215.

STUDENT CODE OF CONDUCT

Anti-Bullying Policy

Calumet College of St. Joseph does not tolerate bullying in any form and all incidents will be treated seriously and dealt with expeditiously. A person is bullied when he or she is exposed repeatedly and over time to negative actions on the part of another, or by other, more powerful persons, often on the grounds of “difference,” and he or she has difficulty defending himself or herself. These differences can be related to culture, ethnicity, gender, sexuality, sexual orientation, ability or disability, religion, body size and physical appearance, personality age, or economic status.

Any form of cyber-bullying, invasion of privacy, or harassment through the use of CCSJ technology resources and/or personal technological devices will not be tolerated. Additionally, please be aware that the University reserves the right to limit, restrict, or remove computing privileges from anyone who violates the College’s computer policies, or as local, state, and federal laws. Students are not permitted to use mail or messaging services to harass, intimidate, or otherwise provoke another person, for example by broadcasting unsolicited messages or sending unwanted mail. Therefore, this behavior may result in judicial sanctions, ranging from a warning to expulsion, in addition to any possible criminal charges that may be filed against the person(s) responsible for such actions.

Anti-Hazing Policy

Certain forms of hazing are criminal offenses in Indiana. Indiana Hazing Law (§ 34-30-2-150) defines hazing as follows: “Hazing means forcing or requiring another person, with or without the consent of the other person; and as a condition of association with a group or organization; to perform an act that creates a substantial risk of bodily injury. Class B misdemeanor; Class A misdemeanor if includes the use of a vehicle; Class D felony if it is committed while armed.”

All forms of hazing are prohibited both on and off campus. Hazing means forcing or requiring another person, regardless of that person’s consent, to perform an act that creates a substantial risk of physical harm; and/or substantially or seriously demeans or degrades any person; or interferes with any person's scholastic activities.

Any hazing allegation against a student will be investigated by the College. If found guilty in a disciplinary action, the hazing student organization may incur a disciplinary penalty. University action occurs whether or not civil or criminal actions take place. In addition to action taken against a student organization, the College may take action against individual students for hazing when their conduct falls within the Student Expectations section (outlined under the Policy on Student Responsibility and
Any person suffering or witnessing a hazing activity is strongly encouraged to report the incident to the staff of the Office of Student Life.

Child Care

Unattended children are prohibited inside the College. Although some students have childcare issues, Calumet College of St. Joseph is not in a position to supervise unattended children. Under no circumstances will children be permitted to roam the halls and/or occupy the Library, the Student Lounge, or the Student Center.

Security staff will approach unattended children in order to determine the reason for their presence in the building. If a child is a dependent of a student who is attending class, security staff will accompany the child to the student’s classroom and ask the parent to leave class in order to assume responsibility for the child.

Classroom Misconduct

Instructors are responsible for setting both the academic and behavioral standards for their courses. Students are expected to comply with established class standards as well as the Student Code of Conduct. Students who display disruptive, threatening or abusive behavior in class are subject to student discipline. Faculty may eject a student from a single class session when necessary to end seriously disruptive or threatening behavior.

Computer Use

Computer use is an essential part of many Calumet College of St. Joseph activities. This policy applies to all users of computer data networks and stand-alone computers owned and administered by the College. It also represents the general ethical principles of the College community and indicates what privileges and responsibilities are characteristic of the College’s computing environment. The Computer Services Department is responsible for providing and maintaining all of the College’s computing tools. General policies regarding resources provided by the College are outlined below.

GENERAL POLICY PERTAINING TO COMPUTER USE

College computing resources are to be used for purposes related to the College’s mission of education. All classes of users (faculty, staff and students) may use computing resources only for purposes related to their studies, their instruction, the discharge of their duties as employees, their official business with the College, or other sanctioned activities. Commercial use for personal gain is prohibited. Blackboard accounts are to be used for authorized educational use only.

CENSORSHIP

Free expression of ideas is central to the academic process. The computer system administrator will not remove any information from individual accounts or from electronic bulletin boards maintained on them unless the administrator finds that:

- The presence of the information involves illegality (e.g. copyrighted material, software in violation of a license agreement, etc.);
The information in some way endangers computing resources or the information of other users (e.g. a computer worm, virus, or other destructive program); or

The information is inconsistent with the mission of the College, involves the harassment of others including the use of obscene, bigoted, or abusive language or images, or is otherwise not in compliance with legal and ethical use policies described below.

CONFIDENTIALITY
Information stored on computers is considered confidential unless the owner intentionally makes the information available to other groups or individuals. Computer Services will maintain the confidentiality of all information stored on the College’s computing resources. However, there are legitimate reasons for persons other than the account holder to access computer files or computers or network traffic (e.g., ensuring the continued integrity, security, or effective operation of the College’s computing systems; to protect user or system data; to ensure effective departmental operations; to ensure appropriate use of the College computing systems; or to satisfy a lawful court order). Requests for disclosure of confidential information will be reviewed by the administrator of the computer system involved. Such requests will be honored only when approved by College officials or when required by state or federal law. Except when it is inappropriate to do so, computer users will receive prior notice of all such disclosures.

Every user is assigned an individual account on the computer network. These accounts are restricted for the exclusive use of the owners. E-mail and any other type of electronic message transmitted to other users should always identify the sender. Obscenities should not be transmitted. The College reserves the right to inspect, copy, and store the contents of electronic mail messages at any time. However, it will do so only to prevent or correct improper use, to satisfy a legal obligation, or to ensure proper use of electronic mail facilities.

FACILITIES USAGE
College computing resource users can facilitate computing in many ways. Collegiality demands the following:

- The regular deletion of unneeded files from one’s accounts on central machines;
- Refraining from overuse of connect time, information storage space, printing facilities, or processing capacity;
- Refraining from overuse of interactive network facilities;
- Refraining from the unauthorized or unlicensed use of personal software; and
- Attempting to modify or remove computer equipment, software, or peripherals without proper authorization.

ETHICAL STANDARDS
Computing resources should be used in accordance with the high ethical standards of the College community. The following uses are prohibited:

- Violation of computing system security;
- Unauthorized use of computer accounts, access codes, or computer identification accounts assigned to others;
- Intentional use of computer telecommunication facilities in ways that unnecessarily impede the computing activities of others (e.g., randomly initiating interactive electronic communications or e-mail exchanges, overuse of interactive network utilities, etc.);
- Use of computing facilities for personal or private business purposes unrelated to the mission of the College or College life;
- Academic dishonesty (e.g., plagiarism, cheating, etc.);
• Violation of software license agreements;
• Violation of network usage policies and regulations;
• Violation of another user’s privacy; and
• Attempts to harm or thwart the operations or business of the College or College activities.

LEGAL STANDARDS
Computer resources may not be used for purposes that violate federal, state or local statutes.
Examples of illegal purposes include:
• Intentional harassment of other users;
• Intentional destruction of or damage to equipment, software, or data belonging to the College or other users;
• Intentional disruption or unauthorized monitoring of electronic communications; and
• Unauthorized copying of copyrighted material.

COMPUTER ACCOUNTS AND E-MAIL MESSAGING
All users are issued accounts consisting of a username and a password. Users are prohibited from sharing their account information with others for the purpose of allowing them access to the College’s computing resources. Users are not allowed to log others onto the network.

User names and user IDs are included in each message. Users are responsible for all electronic mail originating from their user-ID. The following practices are not allowed:

• Forgery or attempted forgery of electronic messages;
• Attempts to read, delete, copy, or modify the electronic messages of other users;
• Attempts at sending harassing, obscene and/or other threatening messages to other users;
• Attempts at sending unsolicited junk mail, “for-profit” messages, or chain letters; and
• Attempts to harm or thwart the operations or business of the College or College activities.

Students and employees are expected to check their CCSJ e-mail on a frequent and consistent basis in order to stay current with campus-related and/or class-related communications and activities. Through the use of these accounts, students and employees have an inherent responsibility to recognize that certain communications may be time-critical. “I didn’t check my e-mail” or e-mail returned to CCSJ with “mailbox full” or “user unknown” messages are not acceptable circumstances for missing official campus communications.

Users may not under any circumstances use the College’s e-mail address(es) or any College e-mail account(s) to impersonate a campus office, faculty/staff member, or student.

Users of the College’s e-mail accounts should exercise extreme caution in using e-mail to communicate confidential or sensitive matters. It should not be assumed that College e-mail is private and confidential. It is especially important that users send messages only to the intended recipient(s). Particular care needs to be taken when using the “reply” command in e-mail correspondence.

NETWORK SECURITY POLICY
In order to promote ethical and facilitative computing, Calumet College of St. Joseph’s network users must adhere to the following guidelines:

• Use of systems and/or networks in attempts to gain unauthorized access to CCSJ’s network systems or remote systems is prohibited and is a punishable disciplinary offense.
• Use of systems and/or networks to harm or thwart the operations or business of the College or College activities is prohibited.
- Decryption of system or user passwords is prohibited.
- The copying of system files is prohibited.
- The copying of copyrighted materials, such as third-party software, without the express written permission of the owner or the proper license, is prohibited.
- Intentional attempts to “crash” network systems or programs are punishable disciplinary offenses.
- The running of unauthorized services is strictly prohibited on client machines.
- The willful introduction of computer “viruses” or other disruptive/destructive programs into the organization network or into external networks is prohibited.

**WIRELESS NETWORKING POLICY**

The Networking Services area of the Computer Services Department is charged with the responsibility for managing the infrastructure of all CCSJ wired and non-wired data networks. This policy was drafted to ensure that any person who utilizes the CCSJ wireless network is aware of the benefits, risks and assumed responsibilities that are incurred when connected.

The Calumet College of St. Joseph wireless network is designed to be a convenient supplement to the wired network for general functions including web browsing and email services. Wireless access points located around the CCSJ main campus allow suitably configured computers equipped with wireless network cards to make wireless connections to the Internet.

Wireless radio signals are shared by everyone connected to the same wireless access point. As the number of wireless connections increases, the bandwidth available to each connection decreases and performance deteriorates. Distance from the access point, buildings or objects shielding the access point, signal interference, quality of your equipment, battery power and other factors may also impact performance.

Applications that generate high network traffic do not work well on wireless networks and negatively impact performance for everyone connected to the same access point. In addition, wireless networks are highly sensitive to overlapping frequencies and can present a risk to the integrity and security of the CCSJ wireless data network.

To promote efficient and secure wireless network access, the Network Services area maintains strict standards for the deployment of wireless devices at Calumet College of St. Joseph.

**Restrictions:**

- All wireless access points not operated or installed by Computer Services, including wireless access points designed for networking homes or small offices are not permitted on CCSJ wireless and wired data networks.
- Broadcast frequencies used by the wireless network may be monitored on CCSJ property. Devices that interfere with the wireless network may be subject to restriction or removal.
- Only authenticated access to the CCSJ wireless network is permitted. Typically, authentication is by an assigned CCSJ username and password. Logs may be used for assessing network problems or identifying unauthorized or unacceptable use of the wireless network.
- All data transmitted across the CCSJ wireless network may be monitored.
- Any effort to circumvent any security systems and systems designed to prevent unauthorized access to any CCSJ wireless network may result in the suspension of all data network access and an appearance before the appropriate disciplinary board.
Use of the wireless network is subject to the general restrictions as outlined in the Calumet College of St. Joseph Computer Use Policy.

Connection and use of the CCSJ wireless network may be subjected to machines meeting certain criteria such as the installation of Anti-Virus software, operating system security patches and or Service Packs in addition to machine registration.

Limited Support:
- The wireless network’s maximum data speed is less than $1/10^{th}$ of the speed of the campus wired network. High bandwidth applications like large file transfers, Microsoft Windows system updates, and streaming media applications are not supported.
- Performance varies and cannot be guaranteed. Off-campus connections to the wireless network are not supported.

SANCTIONS
Violations of the College’s Computer Use Policies will be dealt with seriously. Violators will be subject to the established disciplinary procedures of the College, and the loss of computing privileges may result. Illegal acts involving the College’s computing resources may also be subject to prosecution by state and federal authorities.

Copyright and Peer-To-Peer (P2P) File Sharing

The Higher Education Opportunity Act (HEOA) of 2008 requires academic institutions to communicate to students on an annual basis about copyright infringement and peer-to-peer (P2P) file sharing. Calumet College of St. Joseph is committed to taking reasonable steps to avoid misuse of its computer networks, including use of the computer networks to violate the Copyright Law of the United States.

Campus computer networks are often used to reproduce and distribute copyrighted music, movies, television shows, pictures, and software through the use of peer-to-peer (P2P) networks. P2P file sharing applications allow a computer to connect to a P2P network, and once connected, make it possible to download and share files with other users on the network. P2P networking has been around for many years, but the wide variety of file sharing applications have made it easy to trade files with people around the world.

What kinds of activities are probable violations of the Copyright Law?
Any of the following activities, if done without permission of the copyright owner:
- Copying and sharing images, music, movies, television shows or other copyrighted material.
- Purchasing a CD or DVD and then making copies for others.
- Posting or plagiarizing copyrighted material on your personal Web space.
- Downloading anything of which you don't already own a copy (software, MP3s, movies, television shows, etc.).

Copyright law applies to a wide variety of works, and covers much more than is listed above. If you're in doubt about a particular work, assume that it is copyrighted!

How could I get caught if I violate Copyright Law or Calumet College of St. Joseph policy?
• Calumet College of St. Joseph system administrators must respond to formal legal complaints they receive. Additionally the Computer Services department will investigate any computers that are excessively consuming network resources.
• Organizations such as the Recording Industry Association of America (RIAA) frequently police internet traffic for the transmission of copyrighted material belonging to the artists/studios they represent.
• Computer users are under the impression that their activity on the Internet is largely anonymous or untraceable, but this is untrue. In fact, almost all your activity on the Internet is logged across many different networks. This logged data can be used to confirm or implicate users in illegal activity.

**What will happen if I get caught?**

**College disciplinary action for students:**
• Copyright infringement can subject a student to disciplinary action.
• First offenses will result in a notice from Computing Services to cease illegal activity.
• Failure to comply or further incidents of infringement may result in referral to the Vice President of Student Engagement and Retention’s Office and loss of network access for the infringing device. Sanctions may include suspension of network access (meaning loss of e-mail and course web site access) and formal college disciplinary action.

**College disciplinary action for faculty and staff:**
• The supervisor of the faculty or staff member identified in the complaint will be notified and will determine appropriate disciplinary action for the faculty or staff member.
• The computer identified in the complaint will be cleaned of any applications being used to retrieve or distribute copyrighted material and the copyrighted material itself will also be removed.

**Dress Code**

Calumet College of St. Joseph understands and fully supports students’ right to self-expression. The College also has an obligation to create a learning environment where all members of the community are comfortable and not offended by inappropriate dress. The dress code is designed to provide appropriate guidelines so that all students may dress in a manner that is respectful of themselves and the community. The policy states that the following standards must be adhered by all members of the campus community:
• Dress that is neat and casual is the minimum requirement at all times in all public areas.
• No sagging pants.
• Hats may be worn but the bill must be straight to the front or back.
• Clothing that is provocative or contains obscene messages or messages that are contrary to the mission of the college will not be permitted.
• No undergarments exposed.
• Proper footwear with a sole should be worn for safety reasons.

**Drug, Alcohol and Tobacco-Free Policy**

Calumet College of St. Joseph is committed to maintaining a drug, alcohol and tobacco–free environment. This includes, but is not limited to, the use of cigarettes, e-cigarettes, hookah, e-hookah, chew, dip, snuff, cigars, pipes, vaporizers, etc. CCSJ will provide a safe and productive work
environment for its staff and students. The Drug Free Schools and Communities Act of 1989 requires that educational institutions provide educational programs that will combat substance abuse through prevention, rehabilitation and punishment. The following sections are the response of Calumet College of St. Joseph to inform students of the Act itself and to indicate the manner in which Calumet College fulfills its obligations under this Act. Note: Please check current state and local ordinances for any changes or revisions in these laws.

**STANDARD OF CONDUCT**
The following actions are prohibited at the College facility or while engaged in College related activities. The Drug-Free Workplace Policy prohibits the illegal use, sale, transfer, dispensing, distribution, possession, unlawful manufacture, or being under the influence of controlled substances while on the job or on Calumet College’s premises. These include, but are not limited to, marijuana, cocaine, crack, PCP, heroin, LSD, amphetamines, hallucinogens, and barbiturates.

- Any such controlled substances found on CCSJ’s premises will be turned over to the Administration and Campus Security and may result in criminal prosecution.
- Violations to this policy will be considered gross misconduct and will result in immediate disciplinary action that includes but not limited to oral counseling, written reprimand and warning, or termination.
- All faculty, staff and students must abide by the terms of this policy. Should an employee be convicted of any criminal drug statute violation on the College premises or while conducting College related activities, he/she must notify the Human Resources Department no later than five (5) calendar days after the conviction.

*Calumet College of St. Joseph’s Statement on Alcohol*
The possession and/or use of alcohol on CCSJ premises is prohibited. Being under the influence of alcohol on CCSJ’s premises is also prohibited. Alcohol possession applies to all open or unsealed containers which contain alcoholic beverages. Such containers are not allowed on the job or on CCSJ’s premises. Violators will be subject to disciplinary action up to and including termination.

**LEGAL SANCTIONS**
*Indiana and Federal Laws*
In addition to the College sanctions, Indiana and Federal laws provide for fines and/or imprisonment for the unlawful possession, sale, manufacture or distribution of drugs or alcohol. The amount of fines and the length of the imprisonment vary according to the type and amount of the substance involved the offender’s past record for such offenses, and a variety of other factors. Possession, use, distribution, or manufacture of controlled substances (drugs) illegally can result in arrest and conviction of a drug law violation and:

- fines up to $10,000 (Indiana);
- fines up to $10 million for a first offense (Federal);
- imprisonment up to 50 years (Indiana);
- imprisonment up to life (Federal); and
- confiscation of property

<p>| Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana) |
|---------------------------------|---------------------------------|---------------------------------|</p>
<table>
<thead>
<tr>
<th><strong>Schedule</strong></th>
<th><strong>Substance/Quantity</strong></th>
<th><strong>Penalty</strong></th>
<th><strong>Substance/Quantity</strong></th>
<th><strong>Penalty</strong></th>
</tr>
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</table>

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<table>
<thead>
<tr>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>II Cocaine</strong> 500-4999 grams mixture</td>
<td><strong>First Offense:</strong> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td><strong>II Cocaine Base</strong> 28-279 grams mixture</td>
<td>Cocaine Base 280 grams or more mixture</td>
</tr>
<tr>
<td><strong>IV Fentanyl</strong> 40-399 grams mixture</td>
<td><strong>First Offense:</strong> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 15 yrs. and more than 30 yrs. Fine of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td><strong>I Fentanyl Analogue</strong> 10-99 grams mixture</td>
<td>Fentanyl Analogue 100 grams or more mixture</td>
</tr>
<tr>
<td><strong>I Heroin</strong> 100-999 grams mixture</td>
<td><strong>First Offense:</strong> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td><strong>I LSD</strong> 1-9 grams mixture</td>
<td>LSD 10 grams or more mixture</td>
</tr>
<tr>
<td><strong>II Methamphetamine</strong> 5-49 grams pure or 50-499 grams mixture</td>
<td><strong>Second Offense:</strong> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.</td>
</tr>
<tr>
<td><strong>II PCP</strong> 10-99 grams pure or 100-999 grams mixture</td>
<td>PCP 100 grams or more pure or 1 kilogram or more mixture</td>
</tr>
<tr>
<td>Any Amount Of Other Schedule I &amp; II Substances</td>
<td><strong>First Offense:</strong> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine $1 million if an individual, $5 million if not an individual.</td>
</tr>
<tr>
<td>Any Drug Product Containing Gamma Hydroxybutyric Acid</td>
<td><strong>Second Offense:</strong> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual.</td>
</tr>
<tr>
<td>Flunitrazepam (Schedule IV) 1 Gram</td>
<td><strong>First Offense:</strong> Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual.</td>
</tr>
<tr>
<td>Any Amount Of Other Schedule III Drugs</td>
<td><strong>Second Offense:</strong> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.</td>
</tr>
<tr>
<td>Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)</td>
<td><strong>First Offense:</strong> Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual.</td>
</tr>
<tr>
<td></td>
<td><strong>Second Offense:</strong> Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual.</td>
</tr>
</tbody>
</table>
### Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

<table>
<thead>
<tr>
<th>Substance</th>
<th>First Offense</th>
<th>Second Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Marijuana</strong></td>
<td>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.</td>
<td>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.</td>
</tr>
<tr>
<td>1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</td>
<td>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.</td>
<td>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50 million if other than an individual.</td>
</tr>
<tr>
<td>50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</td>
<td>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual.</td>
<td>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.</td>
</tr>
<tr>
<td>Hashish</td>
<td>First Offense: Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.</td>
<td>Second Offense: Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.</td>
</tr>
<tr>
<td>More than 10 kilograms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish Oil</td>
<td>First Offense: Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.</td>
<td>Second Offense: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.</td>
</tr>
<tr>
<td>More than 1 kilogram</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 to 49 marijuana plants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish 10 kilograms or less</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hashish Oil 1 kilogram or less</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hashish</strong></td>
<td>First Offense: Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.</td>
<td>Second Offense: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.</td>
</tr>
<tr>
<td>More than 10 kilograms</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hashish Oil</strong></td>
<td>First Offense: Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.</td>
<td>Second Offense: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.</td>
</tr>
<tr>
<td>More than 1 kilogram</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than 50 kilograms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 to 49 marijuana plants</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For more specific information on legal sanctions, you may visit the Drug Enforcement Administration (DEA) website at www.dea.gov.

**HEALTH RISK**

Risk of addiction for all substances

<table>
<thead>
<tr>
<th>Drug Type</th>
<th>Common Name</th>
<th>Health Risks</th>
</tr>
</thead>
</table>

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<table>
<thead>
<tr>
<th>Substance</th>
<th>Common Names</th>
<th>Health Effects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol</td>
<td>Booze, beer, wine, coolers, liquor</td>
<td>High blood pressure, higher risk of sexually transmitted diseases &amp; unplanned pregnancy, depression, lowered resistance to disease, insomnia</td>
</tr>
<tr>
<td>Marijuana</td>
<td>Grass, reefer, pot, weed</td>
<td>Damage to heart, lungs, brain, lung cancer, decreased motivation, depression, paranoia, impaired memory</td>
</tr>
<tr>
<td>Steroids</td>
<td>Anabolic/Andreno-genic (roids, juice)</td>
<td>High blood pressure, liver and kidney damage, acne, atrophy of testes, breast enlargement in men, breast reduction in women, aggressiveness, mood swings</td>
</tr>
<tr>
<td>Solvents-Inhalants</td>
<td>Acetone, freons, nitrous oxide</td>
<td>Heart failure, respiratory arrest, liver and brain damage</td>
</tr>
<tr>
<td>Depressants</td>
<td>Alcohol, ludes, barbiturates</td>
<td>Liver damage, convulsions, depression, disorientation, insomnia</td>
</tr>
<tr>
<td>Hallucinogens</td>
<td>PCP, LSD, angel dust, mushrooms</td>
<td>Agitation, extreme hyperactivity, reduced eating, flashbacks</td>
</tr>
<tr>
<td>Stimulants</td>
<td>Cocaine, crack, amphetamines, diet pills</td>
<td>Headaches, depression; malnutrition, anorexia, strokes, seizures</td>
</tr>
<tr>
<td>Narcotics</td>
<td>Smack, codeine, heroine, lords</td>
<td>Respiratory arrest, sleepiness, organ and lung damage, nausea</td>
</tr>
<tr>
<td>Tobacco</td>
<td></td>
<td>Lung cancer, emphyzema, oral cancer</td>
</tr>
</tbody>
</table>

Provided by Minnesota State University

COUNSELING, REHABILITATION AND TREATMENT

Drug, Tobacco and Alcohol-Free Awareness Program

Calumet College of St. Joseph, as well as the Administration, is responsible for offering a Drug and Alcohol-Free Awareness Program each year to which all employees and students under their jurisdiction have access. Topics for this program will include but not limited to:

- College tobacco and drug-free workplace policy
- Health effects of controlled substances and drug abuse
- Community resources for employee and student rehabilitation from drugs or controlled substance abuse

Through the resources of local, national and System based efforts, assistance is available for those individuals with alcohol and drug abuse problems. CCSJ offers the following drug and alcohol abuse information, counseling, assistance, and services:

Locally Offered Programs

- In an emergency: call 9-1-1.
- Regional Mental Health Centers www.regionalmentalhealth.org
  - Stark Center (East Chicago location) 219-398-7050
  - Strawhun Center (Merrillville location) 219-769-4005
  - 24 Hour Crisis Line 219-769-4005
- Narcotics Anonymous www.na.org
  - North West Area (Gary location) 219-765-5327
  - South Shore Area (Valparaiso location) 219-793-6262
- Alcoholics Anonymous of the Hammond Area (219)-844-6695 or www.aanwi.org
Additional Assistance for Students

CCSJ offers a Student Assistance Program (SAP). The SAP is a confidential counseling service provided to students for personal and school concerns which may be interfering with academic performance and/or quality of life. The SAP serves as an excellent resource for addressing issues such as substance and alcohol abuse and school conflicts. Additionally, the SAP provides training opportunities for students. For more information, contact a SAP Counselor, at 219-663-6353.

Additional Assistance for Employees

- Health insurance coverage is available for treatment of alcohol and drug abuse. Employees should contact their individual health plan representative for information about insurance coverage.

Filing Non-Academic Complaints with the Vice President of Student Engagement and Retention

All disciplinary matters should be resolved in a rational manner at the lowest level of institutional involvement possible. The Vice President of Student Engagement and Retention is the college’s liaison empowered to investigate and make decisions regarding consequences or recommendations to the President for sanctions as outlined in Section VI, page 37 of this Student Code of Conduct. A student charged with a violation of university policy will be given an electronic notification of the infraction or a written statement of the charges within 5 business days. If needed, an investigation will be conducted on policy violations concluding with sanctions where applicable.

Previous behavioral conduct will be considered in determination of conduct sanctions. A copy of the infraction or referral will be kept as part of the student’s permanent record for a minimum of 10 years. If and when a student reaches three university policy infractions, a review of the student’s enrollment continuation may be held. The review will be requested by the Vice President of Student Engagement and Retention and conducted by the Judicial Review Panel.

Students will be notified by the Vice President of Student Engagement and Retention as to the decision made concerning the breech of expectations. Notice of the decision of the Vice President of Student Engagement and Retention is effective when communicated to the student or when written notice is emailed/mailed to the student at the address on file with the institution; this is known as the mailbox rule. The student, upon receiving the decision, has 10 days to file an appeal of said decision with the Judicial Review Committee. The letter of appeal must be sent directly to the President of the college.

Filing Non-Academic Grievances or Charges with the Judicial Review Panel

The Judicial Officer is appointed by the President of the College; the appointment will not be someone involved in the judicial process (e.g. the Vice President of Student Engagement and Retention or the
It is a one (1) year, renewable appointment. The Judicial Officer will then convene the Judicial Review Panel if deemed necessary. The Judicial Review Panel will serve as an appeals board for students who wish to contest decisions regarding dismissals, or behavioral violations rendered by the Vice President of Student Engagement and Retention as outlined in the appeals process. The student conduct procedures are designed to protect a student’s right for an impartial review of serious and/or repeat conduct issues for which disciplinary action might jeopardize his/her academic progress or enrollment. The Judicial Review Panel will consist of five (5) members. These members will be: two (2) students (appointed by Student Government), one (1) faculty member (appointed by faculty), one (1) C.P.P.S. member and one (1) administrative/staff member (appointed by the President). The Chair will be selected by the panel. The actual panel will be selected at the beginning of each academic year. Attempts should be made to have the panel reflect the make-up of the College at large with regards to gender, race/ethnic background, and age.

I. DEFINITIONS

Accuser/Victim: Any student who feels he/she has been treated contrary to the expectations that we have by another student, staff member or faculty member, has the right to bring that complaint to the authorities through the following procedure. A student who feels he/she has been harassed or discriminated against may also confide in someone with whom he/she feels comfortable in order to have support in the following procedure. A person, other than the victim, who has knowledge of an infraction, may also initiate proceedings, with written permission of the victim, in the manner outlined below. This person is the "accuser."

Disciplinary Notice: This is a warning to the student for actions contrary to the regulations and policies of the university, and that repetition of that action, or any other non-compliance with established policies, will result in a more severe disciplinary action.

Verbal Warning: This is an oral notification for a violation of university policy which will still be documented.

Written Warning: This type of warning is a formal statement indicating that the individual is in violation of university policy.

Confiscation and/or Disposal of Property: Items such as alcohol, drugs, weapons, or other restricted or misused items may be confiscated and/or discarded.

Behavioral Contract: A behavioral contract is a written contract between the university and the student that the student agrees to uphold. In this contract, unacceptable behavior is listed and an outline of the university’s expectations for the student to correct the behavior is provided.

Educational Courses or Counseling: A student may be given an option or opportunity to complete an educational course or seek counseling assistance in lieu of addition to other forms of disciplinary sanctions.

Disciplinary Probation: This means that a student and/or student group may be restricted from participation in specified university events and functions. University financial aid may be rescinded or modified during the period of probation. This is the disciplinary action that precedes suspension or expulsion and that should be seen as a serious matter for the student’s consideration. Parents and/or guardians will be notified of this disciplinary action.
**Suspension:** Suspension is the immediate dismissal from the university without possible return for a specified period of time. At the end of that time, the student may apply for readmission by writing to the office of student affairs. When a student is suspended, there is no refund of any tuition or fees and the student will receive grades of F in all courses. Parents and/or guardians will be notified of this action and this status is recorded on their transcript.

**Expulsion:** This is immediate dismissal from the university without possibility of return. When a student is expelled, there is no refund of any tuition or fees and the student will receive grades of F in all courses. Parents and/or guardians will be notified of this action and this status is recorded on their transcript.

**II. PROCEDURE**

1. The victim/accuser/accused files complaint with the President to request a Judicial Review Panel.
2. The President forwards request to the Judicial Officer.
3. The Judicial Officer calls for the Judicial Review Panel to conduct investigation.
4. The Judicial Review Panel is briefed on the case. The panel must be educated as to the type of charges which might be brought before it (e.g. harassment and discrimination charges).
5. The Judicial Review Panel makes a decision and the Judicial Officer forwards decision to the victim/accuser/accused and the President. The victim/accuser/accused is notified in writing and by phone.
6. If victim/accuser/accused is satisfied with decision, the investigation ends and penalties and sanctions are implemented.
7. If victim/accuser/accused is not satisfied with decision, they can file an appeal with the President.
   a. -The victim/accuser/accused files an appeal with the President
   b. -The President reviews the case and recommends penalties and sanctions.
   c. -The President forwards the penalties and sanctions to the Judicial Officer.
   d. -The Judicial Officer notifies the victim/accuser/accused in writing of the penalties and sanctions and the investigation ends.

**III. THE VICTIM/ACCUSER**
The victim/accuser can terminate the procedure at any time in the process. The victim/accuser has the right to consult counsel/outside sources, but must represent him/herself. The victim/accuser does not have to confront the accused face-to-face during the procedure of making charges and the following investigation. After the Judicial Officer finishes the investigation and accomplishes a report of findings and recommendations, the victim is informed of the results of the report. The President of the College will also receive the investigating officer’s report and recommendation, and may implement recommendations therein. The victim/accuser may demand a Judicial Review by the Judicial Panel if he/she is not satisfied with the investigating officer’s report and recommendation. The Judicial Officer may recommend a Judicial Review Panel if he/she feels it would expedite the investigation. These procedures in no way intervene with the victim’s prerogative to exercise local, state or federal procedures.

**IV. THE ACCUSED**
The accused will be notified of the charges and be furnished a copy of the investigative report by the Judicial Officer after formal charges are placed. The accused has the right to know the name of his/her
accuser and the results of the investigation at the point when formal charges are given. The accused has the right to consult counsel/outside sources but must represent him/herself.

V. TIME FRAME FOR BRINGING CHARGES
1. From the time of the alleged violation to the filing of charges, a victim/accuser has seven (7) class days. Sexual harassment or discrimination are excused (according to law) from the requirement of seven (7) class days as it may take time for that pattern to become established or for the victim/accuser to feel comfortable enough to bring charges.

2. From the Judicial Officer receiving the charges to the completion of the investigation, no more than thirty (30) class days should elapse. Everyone involved will wish for a speedy and efficient resolution of the charges. At times, however, thirty (30) days may not be enough time for a complete investigation and the Judicial Officer may allow for an extension. Also, if the case is closed, it may be reopened with new evidence even if the thirty (30) days have elapsed.

3. From the Investigating Officer's report and recommendation, the victim/accused, the accuser, or the President of the College has five (5) class days to file a written request for a Judicial Review Panel.

4. From the filing of the request for a Judicial Review Panel to the beginning of the Judicial Review Panel process, no more than fifteen (15) class days shall elapse.

VI. PENALTIES AND SANCTIONS
The following penalties and sanctions are defined under Section I:

1. Disciplinary Notice
   a. Verbal Warning – This is an oral notification for a violation of university policy which will still be documented.
   b. Written Warning – This type of warning is a formal statement indicating that the individual is in violation of university policy.

2. Confiscation and/or Disposal of Property

3. Behavioral Contract

4. Educational Courses or Counseling

5. Disciplinary Probation

6. Suspension

7. Expulsion

Nondiscrimination/Title IX Policy
www.ccsj.edu/StudentLife/TitleIX

Calumet College of St. Joseph (CCSJ) complies with applicable provisions of state and federal law which prohibit discrimination in employment, or in admission or access to its educational or extracurricular programs, activities, or facilities, on the basis of race, creed, color, place of birth, ancestry, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, marital status, service in the armed forces of the United States, positive HIV-related blood test results, genetic information, or against qualified individuals with disabilities on the basis of disability and/or any other status or characteristic as defined and to the extent protected by applicable law. CCSJ also complies with all other anti-discrimination protections that might be provided by particular states in which it operates educational programs; questions about the scope of any such protections should be addressed to the Title IX Coordinator and/or the on-site administrative representative for the particular program at issue. The Title IX Coordinator coordinates CCSJ's efforts to comply with any and
all federal and state laws that prohibit discrimination on the basis of one or more of the protected characteristics listed above. Discrimination complaints are processed in accordance with the procedures set forth in CCSJ’s Sexual Discrimination, Harassment and Misconduct Compliance Policy.

TITLE IX OFFICER AND DEPUTY COORDINATORS
CCSJ has identified Dr. Dionne Jones-Malone as the Title IX Coordinator and eight deputy coordinators. All deputy coordinators are authorized to take reports of harassment and discrimination. All reports taken are forwarded to the Title IX Coordinator who oversees the Title IX investigative process. CCSJ assures it will take steps to prevent reoccurrence of sexual misconduct.

| Title IX Coordinators, Deputy and Secondary Coordinators |
|---------------------------------|----------|----------|
| **Title**                        | **Primary**         | **Secondary**       |
| Title IX Coordinator             | Dionne Jones-Malone, Ph.D. Room 611, 219.473.4305 djonessmalone@ccsj.edu | Not Assigned |
| Title IX Deputy Coordinator - Athletes | Ashley Houlihan Room A 101, 219.473.4327 ahoulihan@ccsj.edu | Colin Terrill Room A104, 219.473.4326 cterrell@ccsj.edu |
| Title IX Deputy Coordinator - Employees | Sharon McGuire, SPHR Room 612, 219.473.4328 smcguire@ccsj.edu | Lynn Miskus Room 601, 219.473.4310 lmiskus@ccsj.edu |
| Title IX Deputy Coordinator – Faculty | To Be Determined (Fall appointment) | To Be Determined (Fall appointment) |
| Title IX Deputy Coordinator - Students | Andy Marks Room 107, 219.473.4295 amarks@ccsj.edu | Jacqueline Cruz Room 113, 219.473.4209 jcruez@ccsj.edu |

COMPLAINT PROCESS
1. Complaint filed and submitted to Title IX Coordinator (room 101, 219-473-4305 or titleix@ccsj.edu)
2. Title IX Coordinator reaches out to complainant/victim to schedule intake meeting
3. Title IX Coordinator completes intake with complainant/victim
   a. Confidential Source offered
4. Title IX Coordinator and complainant/victim determine best course of action
   a. Title IX Coordinator will assign investigator (Title IX Coordinator or Deputy), if victim wants to continue process
5. Notify party of allegations
6. Investigator conducts the investigation process
7. Resolution is completed and outcome letter is submitted (Outcome letter reviewed by committee and then both parties)
8. Victim has the option to submit an appeal if they are not satisfied with the final determination
   a. Appeal is submitted to the President within five (5) business days of outcome letter
b. President assigns a Title IX appeal officer

c. Title IX appeal officer reviews the appeal and a decision is made

d. Final outcome letter is sent to both parties

The College will conduct its investigation in a reasonably prompt manner. How long an investigation will take depends on a number of factors, such as the complexity of the allegations, the number and availability of witnesses and intervening holiday breaks when school is not in session.

A full description of the policy, consent, investigation process, and conduct can be found on the website www.ccsj.edu/StudentLife/TitleIX.php

DEFINITION OF TERMS

I. PROHIBITED CONDUCT

The following are the definitions of conduct that is prohibited under this policy. If you have any questions about the definition or application of any of these terms, the policy, in general, or the resources available to you as a member of the College community, please contact a Title IX Coordinator. The contact information for these individuals, as well as other individuals at the College who can provide support is provided.

A. SEXUAL HARASSMENT. Sexual harassment consists of two basic types:

1. Quid Pro Quo Harassment. Any action in which submission to or rejection of unwelcome conduct of a sexual nature is made, either explicitly or implicitly, a term or condition of an individual's education, grades, recommendations, extracurricular programs or activities, or employment opportunities.

2. Intimidating or Hostile Environment. Any unwelcome conduct of a sexual nature that is severe, persistent or pervasive, and creates an intimidating, hostile or offensive working or educational environment, or has the purpose or effect of unreasonably interfering with an individual's employment, academic performance, education or participation in extracurricular programs or activities.

In either type of sexual harassment noted above, the effect will be evaluated from both a subjective perspective, as well as the objective perspective of a reasonable person in the position of the person who experienced the conduct.

In some cases, sexual harassment is obvious and may involve an overt action, a threat or reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated. Examples include, but are not limited to, the following:

(a) Sexual harassment can occur between persons of equal power status (e.g., student to student, staff to staff) or between persons of unequal power status (e.g., faculty member to student, coach to student-athlete). Although sexual harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who appears to have less or equal power in a relationship can also commit sexual harassment.

(b) Sexual harassment can be committed by (or against) an individual or by (or against) an organization or group.

(c) Sexual harassment can be committed by an acquaintance, a stranger, or people who shared a personal, intimate or sexual relationship.

(d) Sexual harassment can occur by or against an individual of any sex, gender identity, gender expression or sexual orientation.

Examples of behavior that might be considered sexual harassment include, but are not limited to:
(a) Unwanted sexual innuendo, propositions, sexual attention or suggestive comments and gestures; inappropriate humor about sex or gender-specific traits; sexual slurs or derogatory language directed at another person’s sexuality, gender, gender identity, sexual orientation or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation or gender expression; and other oral, written or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome.

(b) Written graffiti or the display or distribution of sexually explicit drawings, pictures or written materials; sexually charged name-calling; or the circulation, display or creation of e-mails, text messages or websites of a sexual nature.

(c) Display or circulation of written materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom, or an educational/pedagogical, artistic or work purpose.

(d) Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual’s body.

(e) Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.

(f) Use of a position of power or authority to: (i) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (ii) promise rewards in return for sexual favors.

(g) Acts of verbal, nonverbal or physical aggression, intimidation or hostility based on sex or sex-stereotyping.

B. ADDITIONAL FORMS OF PROHIBITED CONDUCT

1. Sexual Violence. Physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. Physical sexual acts include, but are not limited to, vaginal or anal penetration, however slight, with a body part or object, or oral copulation by mouth-to-genital contact. This definition includes rape, sexual assault, sexual battery, and sexual coercion. Sexual violence may involve individuals who are known to one another or have an intimate and/or sexual relationship (relationship violence), or may involve individuals not known to one another.

2. Other Inappropriate Sexual Contact. Having or attempting to have sexual contact of any kind other than that defined as “sexual violence” with another individual without consent. Other inappropriate sexual contact may include kissing, touching or making other inappropriate contact with the breasts, genitals, buttocks, mouth, or any other part of the body that is touched in a sexual manner and without permission.

3. Teacher-Student Consensual Relations. It is a violation of this policy if faculty members, coaches, advisors or other staff members become involved in amorous or sexual relationships with students who are enrolled in their classes or subject to their supervision, even when both parties appear to have consented to the relationship. Likewise, it is a violation for a supervisor and a directly reporting employee to have a consensual amorous or sexual relationship with each other. Whenever a teacher is or in the future might reasonably become responsible for teaching, advising, or directly supervising a student, a sexual relationship between them is inappropriate and must be avoided, regardless of whether the relationship is consensual.

4. Undergraduate Students. No teacher shall have a sexual or amorous relationship with any undergraduate student, regardless of whether the teacher currently exercises or expects to have any pedagogical or supervisory responsibilities over that student.
5. **Sexual Exploitation.** Any act committed through non-consensual abuse or exploitation of another person’s sexuality for the purpose of sexual gratification, personal benefit or advantage or any other illegitimate purpose. Sexual exploitation may involve individuals who are known to one another, have an intimate or sexual relationship, or may involve individuals not known to one another. Examples include, but are not limited to, observing another individual’s nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved.

6. **Inducing Incapacitation.** This includes the provision of alcohol or drugs to an individual, with or without that individual’s knowledge, for the purpose of causing impairment or intoxication or taking advantage of that individual’s impairment or intoxication.

7. **Media-Based Misconduct.** Photographing or taping someone (via audio, video or otherwise) involved in sexual activity, or in a state of undress, without his or her knowledge or consent. Even if a person consented to sexual activity, photographing or taping someone without his or her knowledge and agreement goes beyond the boundaries of that consent. Dissemination of photographs or video/audio of someone involved in sexual activity, or in a state of undress, without his or her knowledge or consent constitutes a separate and additional act of sexual misconduct.

8. **Miscellaneous.** The inappropriate behaviors listed above are not an exhaustive list. The College may consider any other conduct that has a sexual or gender-based connotation under this policy.

C. **STALKING**

More than one instance of unwanted attention, harassment, physical or verbal contact, or any other course of conduct directed at an individual that could be reasonably regarded as likely to alarm or place that individual in fear of harm or injury, including physical, emotional or psychological harm. This includes cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, texts or similar forms of contact are used to pursue, harass or make unwelcome contact with another person. Stalking and cyber-stalking may involve individuals who are known to one another or have an intimate or sexual relationship, or may involve individuals not known to one another.

D. **RELATIONSHIP VIOLENCE (DOMESTIC VIOLENCE AND DATING VIOLENCE)**

Relationship violence is any intentionally violent or controlling behavior of one individual by a person who is currently or was previously in a relationship with that individual. Relationship violence may include actual or threatened physical injury, sexual violence, psychological or emotional abuse and/or progressive social isolation.

E. **RETIATION**

Engaging in conduct that may reasonably be perceived to:

1. Adversely affect a person’s educational, living or work environment because of his or her good faith participation in the reporting, investigation and/or resolution of a report of a violation of this policy; or

2. Discourage a reasonable person from making a report or participating in an investigation under this policy, any other College policy, or any other local, state or federal complaint process (e.g., filing a complaint with an entity like the U.S. Department of Education).

Retaliation includes, but is not limited to, acts or words that constitute intimidation, threats or coercion intended to pressure any individual to participate, not participate, or provide false or misleading information during any proceeding under this policy. Retaliation may include abuse or violence, other forms of harassment, and/or making false statements about another person in print or verbally with intent to harm their reputation.
Retaliation can be committed by any individual or group of individuals, not just a responding party (i.e., a person who has been accused of behavior that violates this policy) or a complaining party (i.e., a person who allegedly has been the victim of a violation of this policy). Retaliation may constitute a violation of this policy even when the underlying report made did not result in a finding of responsibility.

II. CONSENT
Consent is a freely and knowingly given agreement to the act of sexual conduct or sexual penetration in question. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity. While consent can be given by words or actions, non-verbal consent is more ambiguous than explicitly stating one’s wants and limitations. Silence cannot be assumed to indicate consent. Lack of verbal or physical resistance or submission resulting from the use of force or threat of force by the accused shall not constitute consent.

A. GUIDANCE FOR CONSENT.
1. One is expected to obtain consent to each act of sexual activity prior to initiating such activity. Consent to one form of sexual activity does not constitute consent to engage in other forms of sexual activity.
2. Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Relying on non-verbal communication can lead to misunderstandings. Consent may not be inferred from silence, passivity, lack of resistance or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity is not necessarily giving consent.
3. When consent is requested verbally, absence of any explicit verbal response constitutes lack of consent. A verbal “no” constitutes lack of consent, even if it sounds insincere or indecisive.
4. If at any time during the sexual activity, any confusion or ambiguity arises as to the willingness of the other individual to proceed, both parties should stop and clarify verbally the other’s willingness to continue before continuing such activity.
5. Either party may withdraw consent at any time. Withdrawal of consent should be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease.
6. Individuals with a previous or current intimate relationship do not automatically give either initial or continued consent to sexual activity. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity.
7. Consent is not valid if it results from the use or threat of physical force, intimidation or coercion, or any other factor that would eliminate an individual’s ability to exercise his or her own free will to choose whether or not to have sexual contact.
8. An individual who is impaired by alcohol or other drug consumption (voluntarily or involuntarily) or is asleep, unconscious, unaware or otherwise physically helpless is considered unable to give consent.

B. SEXUAL HARASSMENT. Sexual harassment consists of two basic types:
1. *Quid Pro Quo Harassment*. Any action in which submission to or rejection of unwelcome conduct of a sexual nature is made, either explicitly or implicitly, a term or condition of an individual’s education, grades, recommendations, extracurricular programs or activities, or employment opportunities.
2. *Intimidating or Hostile Environment*. Any unwelcome conduct of a sexual nature that is severe, persistent or pervasive, and creates an intimidating, hostile or offensive working or
educational environment, or has the purpose or effect of unreasonably interfering with an individual's employment, academic performance, education or participation in extracurricular programs or activities.

In either type of sexual harassment noted above, the effect will be evaluated from both a subjective perspective, as well as the objective perspective of a reasonable person in the position of the person who experienced the conduct.

In some cases, sexual harassment is obvious and may involve an overt action, a threat or reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated. Examples include, but are not limited to, the following:

(a) Sexual harassment can occur between persons of equal power status (e.g., student to student, staff to staff) or between persons of unequal power status (e.g., faculty member to student, coach to student-athlete). Although sexual harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who appears to have less or equal power in a relationship can also commit sexual harassment.

(b) Sexual harassment can be committed by (or against) an individual or by (or against) an organization or group.

(c) Sexual harassment can be committed by an acquaintance, a stranger, or people who shared a personal, intimate or sexual relationship.

(d) Sexual harassment can occur by or against an individual of any sex, gender identity, gender expression or sexual orientation.

Examples of behavior that might be considered sexual harassment include, but are not limited to:

a. Unwanted sexual innuendo, propositions, sexual attention or suggestive comments and gestures; inappropriate humor about sex or gender-specific traits; sexual slurs or derogatory language directed at another person’s sexuality, gender, gender identity, sexual orientation or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation or gender expression; and other oral, written or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome.

b. Written graffiti or the display or distribution of sexually explicit drawings, pictures or written materials; sexually charged name-calling; or the circulation, display or creation of e-mails, text messages or websites of a sexual nature.

c. Display or circulation of written materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom, or an educational/pedagogical, artistic or work purpose.

d. Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body.

e. Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.

f. Use of a position of power or authority to: (i) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (ii) promise rewards in return for sexual favors.

g. Acts of verbal, nonverbal or physical aggression, intimidation or hostility based on sex or sex-stereotyping.
Policy on Student Responsibility and Conduct

Calumet College of St. Joseph is committed to maintaining a close and caring sense of community and a supportive learning environment that contributes to the academic success of students and the overall quality of the institution. Membership in the College community, whether student, faculty or staff, requires respect and support for the traditions, objectives, programs and policies established by the College.

The student’s acceptance of admission to Calumet College of St. Joseph reflects his/her desire to be a part of the total community, not simply a request for participation in the academic programs of the College. When this agreement is broken and the quality of the environment is disrupted, the College reserves the right, through due process, to take action against those responsible.

Student Expectations

1. Treat all with dignity and respect.
2. Refrain from the use of offensive, abusive language.
3. Respect the property of all.
4. Abide by all local, state or federal laws while on campus or engaged in college-related activities.
5. Conduct ourselves in a manner that assures the safety of others.
6. Do not disrupt classes or impinge on students’ unhindered access to classes or other sources of information.
7. Refrain from the use of hate speech, physical and verbal abuse, and other provocative actions.

NOTE: Calumet College of St. Joseph recognizes the right of members of the College community to engage in the exercise of constitutional freedoms or other legitimate forms of expression (such as distributing literature or holding rallies). Thus, the exercise of constitutional freedoms is permitted where it does not interfere with the freedom of members or guests of the College community to engage in usual and scheduled activities.

Student Grievances

Nonacademic Grievances

If a student has a grievance against another student, agent or employee of Calumet College of St. Joseph that is not academically related, then he or she may file a grievance online at: https://www.ccsj.edu/AboutCCSJ/Contact/. Nonacademic grievances are handled by the Vice President of Student Engagement and Retention. The form triggers the following procedure.

Faculty Student Grievance Committee (FSGC)

Membership

1. Two faculty members, appointed by the Vice President of Academic Affairs.
2. The President of the Student Government and one other member of the Student Government elected by the Student Government. In case the President of the Student Government is not in
office, both student members shall be appointed by the Director of Student Activities by a lottery.
3. A member of the C.P.P.S. Community, as decided by the community.

Responsibility
Faculty-Student Grievance Committee (hereafter referred to FSGC) adjudicates issues between students and faculty (in case of academic programs that have their own policy statements, between the student and appropriate group), involving academic performance and behavior, i.e., grades and academic integrity (breaches of academic honesty and plagiarism).

Before the FSGC accepts a case, the following preliminary steps must be taken by the student:
1. If the case involves a faculty member, the student must attempt to resolve the issue with the faculty member directly. The instructor will complete the online grievance form to document the conversation and the decision.
2. If acceptable results are not obtained, the student may request in writing mediation by the appropriate Department Chair. The department chair will annotate the online grievance form to document the conversation and the decision.
3. If a resolution of the issue is not achieved through mediation, the student may submit a follow-up online grievance form to the Vice President of Academic Affairs, requesting a review by the FSGC.
4. The same preliminary procedure must be followed by the faculty member, initiating a case against the student for breach of academic integrity.
5. The Vice President of Academic Affairs will convene the FSGC.

FSGC Procedures
1. FSGC shall choose a chairman and a recording secretary from among the members of the committee.
2. FSGC deliberations shall be confidential and only the cases and their disposition shall be reported annually to the Academic Senate.
3. FSGC may request the parties to submit all available evidence and present the issues in writing.
4. FSGC will dispose the cases brought by the students as well as the faculty in cases of breach of academic behavior.
5. All grade appeal cases must be resolved by the end of the twelfth week of the regular semester following the semester in which the questioned grade was given. (See Grade Appeal Procedures below.)

Judgment of the FSGC
The FSGC may
1. Dismiss the case as without merit or for failure to meet the time schedule or for breach of procedural rules in general.
2. Recommend the faculty member make appropriate adjustments in his/her judgments on grades and/or academic behavior.
3. Uphold the instructor's decision.
4. In cases of breaches of academic integrity, recommended academic suspension, probation, or dismissal of the student. In such judgments, the case is automatically petitioned to the Vice President of Academic Affairs and/or to the President of the College for final disposition.
Grade Appeals

The responsibility for measuring student achievement and assigning a grade rests with the faculty; and except for the most extreme circumstances or in case of an incomplete, the grade awarded is the final grade. The following procedure for appealing a grade offers recourse to a student who has evidence or believes that evidence exists to show that he/she has been assigned an inappropriate grade. A student may also challenge a grade that has been reduced for alleged scholastic dishonesty. Note: In appealing a grade, the burden of proof lies with the student, except in the case of alleged scholastic dishonesty where the instructor must support the allegation.

To appeal a grade, the student is first directed to discuss the appeal with the instructor who awarded the grade. The instructor will complete the online grievance form to document the conversation and the decision. If the student is not satisfied, the student may discuss the appeal with the department chair under whose department the course is offered or who has primary responsibility for the class if the class is cross-listed in more than one department. It is recommended that the student keep a written record of these discussions. The department chair will annotate the original online grievance form to document the conversation and the decision.

If these informal actions do not resolve the issue, the student may file a formal grievance with the Vice President of Academic Affairs. The following policy governs the complete grievance procedure.

Grade Appeal Policy – Preamble

1. In academia, grades are a measure of student achievement toward fulfilling course objectives. The responsibility for assessing student achievement and assigning grades rests with the faculty, and generally the course grade given.

2. The grade appeal system provides recourse to a student who has evidence or believes that evidence exists to show that he/she has been assigned an inappropriate grade. Additionally, a student may challenge the reduction of a grade for alleged academic dishonesty.

3. In appealing a grade, the burden of proof is on the student, except in the case of alleged academic dishonesty, where the instructor must support the allegation.

4. The Faculty Student Grievance Committee (FSGC) hears the grade appeals.

5. A hearing by the FSGC means that the particular grade will be reviewed; it does not mean that the grade will necessarily be changed.

Grade Appeal Procedures

1. A student who wishes to appeal a grade should meet with the instructor to attempt to resolve the issue. If the issue is still not resolved, the student should meet with the appropriate Department Chair. These meetings should occur shortly after the grades are issued, but not later than the fourth (4th) week of the regular semester following the semester in which the questioned grade was given. The instructor and department chair will complete the online grievance form to document the conversation and the decision. If the

2. If a mutually acceptable solution cannot be reached at these levels, the student may submit a follow-up online grievance form to the Vice President of Academic Affairs, requesting a formal hearing. This written petition must include the date, course, semester, name of the instructor, and a statement as to why the grade given was inappropriate. This written notice must be filed with the Vice President of Academic Affairs by the end of the seventh (7th) week of the regular semester following the semester in which the questioned grade was given. The Vice President of
Academic Affairs will forward copies of the form to both the instructor and the chair of the FSGC, who will convene the FSGC.

3. The hearing must conclude by the end of the twelfth (12th) week of the semester.
4. The chair of the FSGC shall submit the committee's recommendation to the Vice President of Academic Affairs. Copies of this report shall be placed in the files of both the student and the instructor.
5. The recommendation of the FSGC is final.
6. If the decision of the FSGC is "2. Recommend the faculty member make appropriate adjustments in his/her judgments on grades and/or academic behavior," the faculty member must submit in writing to the Vice President of Academic Affairs a statement about his/her response (action) to the recommendation and the rationale for the response. This should occur before the end of the semester. The Vice President of Academic Affairs may overrule the response of the faculty member.

**Unresolved Grade-Related Grievances**

In certain instances, grade-related grievances (appeals) may remain unresolved due to the faculty member's death, incapacity, or documented refusal to participate in the grievance process. In order to insure fairness and justice in such situations, the Faculty Student Grievance Committee (FSGC) will continue to proceed as stated above. The faculty member's role may be assumed by a faculty member designated by the appropriate department chair. No further action is necessary if the FSGC judgment is:

1. Dismiss the case as without merit or for failure to meet the time schedule or for breach of procedural rules in general.
2. Uphold the instructor's decision.

If the FSGC judgment is "2. Recommend the faculty member make appropriate adjustments in his/her judgments on grades and/or academic behavior," the FSGC will submit its recommendation to the appropriate Department Chair, who, in consultation with at least two faculty members in the appropriate discipline, will act on the recommendation and inform the Vice President of Academic Affairs. The Vice President of Academic Affairs will inform the Registrar of the decision. The Registrar will make any necessary adjustments on the academic records.

**Grade Appeal Schedule**

End of Semester-original grade

Next Semester

By the end of the fourth (4th) week:
- Student meets with instructor
- Student meets with Department Chair, if necessary
- Instructor and Department Chair complete the online grievance form.

By the end of the seventh (7th) week:
- If formal hearing desired, student must file a follow-up online grievance form with the Vice President of Academic Affairs

By the end of the twelfth (12th) week:
- Decision of FSGC

Before end of the semester:
- Faculty member's report to the Vice President of Academic Affairs
Student Honor Code

In 2017, student leaders in the St. Gaspar Honors Learning Community and the Student Government adopted the CCSJ Student Honor Code, which was subsequently endorsed by the Faculty Senate and the CCSJ Board of Trustees. The Code guides student conduct at the College. It reads as follows:

I, as a student member of the Calumet College academic community, in accordance with the college’s mission and in a spirit of mutual respect, pledge to:

- Continuously embrace honesty and curiosity in the pursuit of my educational goals;
- Avoid all behaviors that could impede or distract from the academic progress of myself or other members of my community;
- Do my own work with integrity at all times, in accordance with syllabi, and without giving or receiving inappropriate aid;
- Do my utmost to act with commitment, inside and outside of class, to the goals and mission of Calumet College of St. Joseph.

Statement of Plagiarism and other Acts of Academic Dishonesty

If an instructor or other Calumet College of St. Joseph personnel find that a student has plagiarized or been involved in another form of academic dishonesty, the instructor or other personnel may give the student a 0 for the assignment. In more serious cases, the instructor may elect to bring the matter up for judicial review. Penalties range from an F for the course to the maximum penalty, dismissal from the College. The procedures for judicial review are listed under the section of this handbook that addresses student grievances. Please be aware that all academic work may be submitted for examination for plagiarism to Turnitin.com or SafeAssign.

Calumet College of St. Joseph adheres to the citation guidelines in the current edition of the Publication Manual of the American Psychological Association or the MLA Handbook for Writers of Research Papers, depending on the discipline. These handbooks outline how to cite references from a variety of sources, including electronic media. Copies are available from the Calumet College of St. Joseph Library. Citation guidelines are also available on the Library website under Research Guides – Citing Sources at https://www.ccsj.edu/Library/subjectsplus/subjects/guide.php?subject=cite

Weapons/Firearms Policy

No weapons of any kind shall be permitted on Calumet College of St. Joseph property, nor at Calumet College of St. Joseph functions, which may be held on property not owned by the College. The exceptions to this policy are those weapons which may be carried by sworn officers. Any individual acting in violation of this policy will be subject to immediate disciplinary action.
CLASS POLICIES

**Registration for Classes**
No student will receive credit for any courses taken without being officially registered. Initial registration occurs in the Academic Advising Offices or the Education Department, if the student is graduate student in teaching. After a student has registered, changes in courses or class sections must be approved and processed in these offices.

**Class Schedules**
A class schedule is available online prior to the beginning of each semester. It shows the courses offered, class times, and the names of instructors. The College reserves the right to withdraw an announced course in which insufficient numbers of students have registered. It also reserves the right to assign students to class sections and to limit the number of students who select a course in the event that a class is over-subscribed or when limited enrollment is advised. Students in an accelerated degree program are provided with schedules specifically designed for the cohorts to which they are assigned.

Academic advisors provide academic plans and assist students in charting their programs of study. Students are advised to select a major by the end of their sophomore year and to consult with an advisor in planning a program of study.

A student’s schedule of classes will not be considered final until it has been processed through the Registrar’s Office each semester. A student will have the opportunity to adjust a class schedule during the first week of class each semester.

**Schedule Changes**
Traditional students are permitted to drop courses during the standard add/drop period (the first week of the semester; see the College Calendar). Traditional students who have never attended any classes in any of their courses during the first three weeks of a semester will be administratively dropped from their entire course load. This process will take place between the third and fifth week of the semester based on verification of non-attendance by faculty members. For example, a student who is enrolled for 15 credit hours (that is, five courses), but is only attending classes in one course will not be dropped. Students are permitted to withdraw from their courses through the Registrar (see below).

Accelerated Degree Program students should consult their program handbook for policies pertaining to course changes.

**Withdrawal from Classes**
After the last day established for class changes has passed (see the College calendar), students may withdraw from a course in which they are registered due to circumstances beyond their control, such as an illness, accident, grievous personal loss, or other such circumstances. A written request detailing the reason(s) for the withdrawal must be completed with the Office of Academic Advising and filed with the Registrar. The Office of Academic Advising must receive a written request for withdrawal by the last day of classes. Written requests should be submitted in person or, when an in-person visit is not possible, mailed or e-mailed to the Office of Academic Advising. If the request requires instructor approval per the College calendar, it must be forwarded to the faculty member, who makes the final determination to accept or deny the request.
Withdrawal from classes may have implications for time to graduation, athletic eligibility and financial commitments, and students should meet with representatives of Academic Advising, Athletics (if applicable), and Financial Aid. Following these meetings, if the request is honored by the faculty member, the student will receive notification of official withdrawal from the Registrar.

If the request is denied by the faculty member, the notification will indicate why the withdrawal is disallowed. Please note that if the request does not require instructor approval, the student must still meet or speak with representatives from Academic Advising, Financial Aid, and Athletics (if applicable) before the withdrawal will be processed.

An official withdrawal is recorded as a “W” grade on the student’s transcript. Discontinuing a course without written permission automatically incurs a grade of “FW,” failure to withdraw. See Refund Policies on the College website (www.ccsj.edu/businessoffice/Refund.php) for the financial implications of withdrawing from courses.

Accelerated Degree Program students should consult their program handbook for withdrawal procedures pertaining to their specific programs.

Failure to Withdraw (FW)
If a student does not complete withdrawal paperwork with the Registrar’s Office or notify the instructor of his or her intent to withdraw due to an illness, accident, grievous personal loss, or other circumstances beyond the student’s control, the student will receive a Failure to withdrawal (FW). This grade is submitted by the instructor at the end of term, and it has the same consequences as an F for academic performance does.

Dropping or Failing to Withdraw
The three different ways of leaving a course therefore have different purposes and different results. These processes and their implications can be summarized as follows:

- **Course drops.** Students can drop courses within the first week of each semester. In this case, students have no financial responsibilities, though there may be implications for time to graduation and athletic eligibility.
- **Administrative drops.** Traditional students who have not attended any classes will be administratively dropped from their entire course load between the third and fifth week of the semester. This approach has the same results as drops initiated by the student: there are no implications for financial responsibilities, but time to graduation and athletic eligibility may be affected.
- **Withdrawals.** Students must petition in writing to withdraw from a course after the add/drop period due to circumstances beyond their control such as illness, personal loss, or accident. Withdrawals have financial implications and may have implications for time to graduation and athletic eligibility as well. Check the refund schedule for further details about financial liability.

Course Load
Full-time students carry a minimum of 12 semester hours of graded courses in a regular 15-week term, or a minimum of 6 credit hours in a 7-week session.

Part-time students carry fewer than 12 semester hours of graded courses in a regular 15-week term or less than 6 credit hours in a 7-week session.
Auditing a Course

Students who do not wish to incur the obligation of regular attendance, outside class work, tests, or examinations may audit a course if space permits. Students register to audit a course in the same manner as they would for a course for credit. The total number of for-credit and audited hours combined may not exceed 18 each semester. A reduced tuition rate may apply. For full-time students, the fee for auditing a course is $15 for each semester hour in excess of 12 hours of credit and audit work combined. Auditing is available only to students who have been admitted to the College.

Class Standing

Undergraduate students are classified according to the number of credit hours they have earned:

- 1st Semester Freshman: 0 to 12 credit hours
- 2nd Semester Freshman: 12 to 27 credit hours
- Sophomore: 27 to 57 credit hours
- Junior: 57 to 90 credit hours
- Senior: 90+ credit hours

For purposes of probation and dismissal, a student is considered a second-semester freshman upon completion (passed or failed) of 12 semester hours. A student is considered a sophomore upon completion of 24 semester hours.

Course Credit

The unit of academic credit is the semester hour. It represents the work of a semester course that meets once weekly for a 60-minute time period and which requires the equivalent of two periods of preparation. Thus, a class that meets three times weekly for an hour each time, a class that meets twice weekly for an hour and a half each time, and a class that meets once weekly for three hours each time all carry three credits. Note that all these three-credit-hour classes require three hours of attendance and six hours of preparation per week. One laboratory period (2 to 4 hours) is equivalent to one class meeting. The minimum passing grade required to receive credit is D-.

Advanced Placement Courses

Calumet College of St. Joseph grants credits based on appropriate National Advanced Placement test scores. Program directors determine if an approved exam will meet the College’s General Education requirements, program requirements, or elective course requirements.

Alternative Credit

Students can earn up to 45 semester hours of credit at the baccalaureate level through the College Level Examination Program (CLEP) and the Life Experience Assessment Program (LEAP).

College Level Examination Program Credit (CLEP)

Calumet College of St. Joseph serves as an official test center for the College Level Examination Program (CLEP), a national testing program sponsored by the College Board. Students may earn credits for successful performance on a variety of CLEP tests. See the Admissions Office for additional information.

Cooperative Education

The Cooperative Education Program provides opportunities for students, employers, and College personnel to collaborate in developing career-related experiences. Through practical hands-on experience, students apply knowledge gained in the classroom to real life situations, develop
additional knowledge and skills, network with professionals in the field, and earn academic credit. Students may pursue these experiences by completing a coordinated practicum and/or an internship. At the conclusion of a practicum, students will be able to:

- Demonstrate an understanding of how concepts and principles in their area of study are applied in their practicum site;
- Use elements of critical thinking to make connections and/or analyze discrepancies between course concepts and practices as they appear in their practicum;
- Relate program area concepts and principles to social justice issues;
- Discuss ethical relationships and/or dilemmas as they manifest themselves in the practicum site; and
- Evaluate their performance as a professional in their area of practice. (Performance indicators include judgment, initiative, communication skills, time management skills, capacity for self-reflection, and composure.)

Internships are arranged for students who must complete some form of experiential learning as part of the degree requirements for their major. (Refer to specific areas of study for details.) Students who complete an entire semester (100 hours) of cooperative education are eligible for three semester hours of academic credit. Part-time work (33 hours or 66 hours) entitles the student to either one or two semester hours of academic credit. A maximum of six semester hours will be credited toward an associate degree and twelve semester hours toward a baccalaureate degree. Credit is allowed only for elective courses. For more information, see the Office of Academic Support.

The following courses are used to assign credit in the case of cooperative education courses. **CEDU 230. Coordinated Practicum 1-3 hours**

The student works as a trainee under the supervision of College personnel and a supervisor in a participating organization. The supervisor will provide work of increasing responsibility and training pertinent to both the student’s class and work experience. Students will be required to maintain a journal of their activities and write a final paper. A performance appraisal will be made by the supervisor. This course is limited to associate degree students and approved special program students. It may be repeated for a total of six credit hours.

**CEDU 240. Coordinated Practicum in Leadership 1-3 hours**

Exemplary students work intensively with new students in providing direction for academic success. Mentors/tutors participate in orientation, if applicable, and training sessions such as student leadership, team building, goal-setting, time management, problem-solving and critical thinking, and scheduled activities under the direction of a coordinator. Individualized scheduling of mentoring/tutoring service hours is arranged. Mentors/tutors receive either academic credit hours or tuition credit. Enrollment in this course requires the approval of the support area coordinator.

**CEDU 430. Coordinated Practicum 1-3 hours**

The student works as a trainee under the supervision of College personnel and a supervisor in a participating organization. The supervisor provides work of increasing responsibility and training pertinent to both the student’s class and work experience. Students are required to maintain a journal of their activities and write a final paper regarding their experience. A performance appraisal of the student will be made by the supervisor. This course is limited to baccalaureate degree students. It may be repeated for a total of twelve hours of CEDU 230 and CEDU 430 credit combined.
**Directed Study**
Requests for directed study are selectively granted to senior students for upper level (300+) courses in their major when there is a demonstrated need. To qualify for a directed study course:

- The senior student must have a 2.00 GPA or higher;
- The course must be required for the major;
- The course must not be projected to be offered prior to the student’s anticipated graduation; and
- The chairperson of the student’s major division must have determined that a substitution is not advised or appropriate.

Directed study applications are available in the Academic Advising Office. Completed applications should be turned in by the end of the regular registration period prior to the start of the semester.

**International Baccalaureate (IB) Credit**
Calumet College of St. Joseph grants credits awarded through the International Baccalaureate Program. Acceptable IB scores are determined by program directors on a subject-by-subject basis.

**Life Experience Assessment Program Credit (LEAP)**
Calumet College of St. Joseph recognizes that learning can take place outside of the traditional classroom setting. Students can earn credit for college-level knowledge and skills they have acquired through a variety of life experiences. A maximum of 30 semester hours of credit can be awarded through the Life Experience Assessment Program. Students must submit a life experience (LEAP) portfolio documenting their life experiences as they pertain to college-level courses. Further information may be obtained by consulting the LEAP Handbook. Students interested in obtaining semester credits through LEAP must attend a LEAP workshop that explains the requirements for documenting college-level learning through life experiences. The final product of the workshop is a life experience (LEAP) portfolio. The student is charged a processing fee as well as a per-credit fee for this service. In order to qualify for this credit option, a student must have earned 12 credit hours and taken a college-level English course.

**Class Attendance**
The faculty believes that intellectual growth and success in higher education is reinforced through interaction in the classroom. Students reach their goals through regular attendance in classes and assigned laboratory periods.

However, the faculty also recognizes that students should not be penalized for required participation in officially sanctioned College-sponsored events. Students participating in school events are responsible for all missed work and must follow the instructor’s requirements for notification prior to absences. Each instructor will clearly designate on his/her syllabus what type of notification (e.g., verbal, written, etc.) is required for classes missed due to College-sanctioned events.

The implementation of this policy remains the responsibility of each instructor within the context of any clearly stated program policies with respect to attendance. Note: faculty in some programs have adopted policies that pertain to all instructors who teach in these programs. Additionally, program-specific attendance policies have been adopted in all of the College’s accelerated undergraduate and graduate programs. These policies are clearly indicated on course syllabi.
OTHER ACADEMIC POLICIES AND PROCEDURES

Academic Recognition

Dean's List
Students with at least 12 consecutive hours in graded courses with an index between 3.25 and 3.99 are placed on the Dean's List, which is published at the end of each term.

President's List
Students with at least 12 consecutive hours in graded courses with an index of 4.00 are placed on the President's List, which is published at the end of each term.

Buckley Amendment (FERPA)

Calumet College of St. Joseph is in full voluntary compliance with Public Law 93-380, Family Education Rights and Privacy Act of 1974 (FERPA), as amended. All educations records shall be made available to students, upon request, in accordance with the "General Education Provision Act, Title IV, Public Law 90-247 and Public Law 93-380" as amended. Likewise in accordance with the law, individually identifiable educational records will not be released to other than authorized individuals without written consent of the student. By definition, educational records are found in the following offices: Alumni, Academic Affairs, Career Services, Enrollment Management, Financial Aid, and the Registrar. All other student records are declared non-educational records and are regulated according to the policies of those individual offices as stipulated in the act.

All student records are open to inspection and review by the individual student with the following exceptions: confidential letters written prior to January 1, 1975; those records held by law enforcement personnel; counselor and other psychological records held on a student; private records in the sole possession of the maker; or financial records of parents. Student records are open to other school officials, including teachers within the educational institution or local education interests, and those others specified in Sec. 438 (b) 1) (B) through (1). An appellate board can be convened for review of questioned documents.

Calumet College of St. Joseph considers the following categories to be directory information, and, as such, may be released at the discretion of the administration in such forms as news releases, directories, or computer address lists; the student's name, address, telephone listing, date and place of birth, major field of study, participation in officially recognized activities, dates of attendance, degrees and awards received, the most recent previous educational agency or institution attended, and the class schedule of the student.

The Family Educational and Privacy Act of 1974 ("Buckley Amendment") insures that the educational records of students are kept private through a series of procedural guarantees unless the student gives explicit consent to the contrary or under legal compulsion. This Act pertains to those educational records a student accumulates at CCSJ even though this is an independent institution by virtue of the fact that CCSJ receives federal money through loans and grants. This means that only the student, the student’s parent(s) or guardian(s) if the student is a dependent, and those others who have a need to know in order to provide specific student services in accordance with state and federal law have access
to the student's educational records. Note, however, that the Buckley Amendment applies only to academic records.

**CAMPUS SAFETY AND SECURITY**

**Emergency Notification System**
Calumet College of St. Joseph has implemented an Emergency Notification System. The system is a web-based unified emergency notification system that enables personnel at the College to send instant alerts of a critical nature to students, faculty and staff members, and administrators via text messaging, telephone, and e-mail. Participation in this Emergency Notification System is highly recommended. To sign up, visit www.ccsj.edu/alerts and provide the required information. You will be notified instantly of school closings due to inclement weather, power outages, and any other emergencies that may occur at or around any of the College’s campuses.

**Emergency Procedures for Students and Individuals with Disabilities**

The safety of individuals with disabilities is a shared responsibility. Calumet College is committed to developing and implementing procedures to assist individuals with disabilities during an emergency. However, individuals with disabilities must create a personal emergency plan that addresses their needs before and during an evacuation.

**I. Notification**
- Students who are concerned about their ability to safely evacuate in an emergency should register with Student Support Services.
- Visitors should fill out the Special Assistance form giving their cell phone number or check out a service pager available in the Library on the first floor.
- Pagers are also available for Students upon request. Individuals will receive instruction on how to use the service pager during the first initial check out.

**II. Pre-Emergency Preparedness by the individuals with a disability**
- The assistance that an individual requires should be written down on the Special Assistance form/or card, and should be carried by the individual with a disability at all times.
- The individual with a disability should be familiar with all emergency exits and evacuation routes.
- The individual with a disability should try to position himself/herself near doorways for an easier exit.
- The individual with a disability should develop a "buddy system." A buddy could be a classmate, class instructor, supervisor, co-worker or any individual. The buddy should be familiar with the disabled individual's assistance instructions from the Special Assistance form. The buddy will assist individuals in arriving at all evacuation areas, and a buddy should stay with the individual at all times during an emergency until the emergency has expired.
- Be aware that elevators should NOT be used during emergencies.
- If the individual with a disability cannot speak loudly, or suffers from voice/speech impairments, the individual should carry a whistle, or have other means of attracting attention from others, at all times.
III. Emergency Guidelines

- If an emergency should happen, individuals will be contacted either by cell phone or the service pager.
- Elevators should NOT be used in an evacuation unless instructed by emergency personnel.
- School materials or any accessories should be left in the classroom or other room occupied to avoid wasting time in the event of an evacuation.
- In the event of an evacuation, students who are unable to exit the building on their own accord should remain near the stairwell or the elevator. Emergency personnel and/or Floor Marshalls will check the stairwells and elevator lobbies for those who are trapped. Individuals on the first, second, third and fourth floors can use the red emergency phones located near the elevators to call for help or use their cell phones.

IV. Assistance from Others During an Emergency

The highest priority will be given to evacuate students with disabilities in all emergency situations. If an individual wants to help a person with a disability, always ask how you can help before giving assistance. The following guidelines should be used in assisting individuals with specific disabilities.

- Mobility impairment
  - A wheelchair evacuation will only be attempted by a trained professional or unless it is necessary as a last resort in a life threatening situation.
  - If located on an upper floor, individuals may be assisted to a stairwell landing to await evacuation or further instructions from Fire/Rescue or Police.
  - If individuals can walk with assistance, a "buddy" should assist and accompany the individual.
  - Notify Police or Fire/Rescue authorities of a mobility impaired individual who may need assistance.
  - If a person prefers to be removed from their wheelchair, always consult with the person as to his/her preference of:
    - the manner of being removed,
    - the number of people needed for assistance,
    - whether to extend extremities,
    - whether a seat cushion or pad must be brought with,
    - being carried forward or backward on stairs,
    - the need for immediate paramedic assistance upon exiting the building.

- Blindness or visual impairment
  - Those who have a service pager will be notified by the service pager in an emergency.
  - The disabled individual should wait for trained assistance in the case of an emergency.
  - In the event trained assistance is not available, wait for assistance from someone who can act as a sighted guide, possibly a "buddy." The sighted guide will be able to provide assistance.
  - If possible, someone should follow behind to protect the individual from being pushed down in the event of crowding.
  - Tell the person the nature of the emergency and offer to guide the individual by offering an elbow. Do NOT grasp a visually impaired person's arm.
  - The person assisting should give verbal instructions as to where they are and advise of any obstacles as they evacuate the building.

- Deafness or hearing loss
- Depending on the level of hearing loss, individuals with impaired hearing may or may not be able to hear the emergency alarm. Those who have a service pager will be notified by the service pager of an emergency.
- An alternative warning technique may be used to gain the attention of individuals. Turning the lights off and on and using hand gestures or a written note should be used to describe the emergency.
- Wait for trained assistance in the case of an emergency. In the event trained assistance is not available, an individual who can follow oral commands, possibly a "buddy," should assist the disabled individual in evacuating.

V. Expectations of Staff and Faculty

- At least two (2) routes out of the building will be identified visually in each room.
- There will be a Building Coordinator and Floor Marshalls.
- The Building Coordinator will
  - develop a plan to communicate with Public Safety during an emergency and advise of any students with disabilities who might be in the building.
  - determine a gathering point for those evacuating from the building.
  - know all primary and alternate routes of evacuation.
  - ensure that all faculty and Floor Marshall's are familiar with the Emergency Procedures for individuals with disabilities.
- Each floor of the building shall have a Floor Marshall who will
  - identify faculty and staff with disabilities who are frequently on the coordinator's floor.
  - notify all individuals on the floor of an emergency and the proper course of evacuation.
  - evaluate whether based on the emergency it is best for the disabled individual to stay in his/her location.
  - notify the Building Coordinator, immediately if the situation is life threatening, of any disabled individuals on the Floor Marshall's floor.
Safety Procedures

If you are calling from a CCSJ phone, you must dial 9 for an outside line and then dial 9-1-1.

Medical Emergency
1. Call 9-1-1 and report the incident.
2. Do not move any injured unless safety dictates.
3. Have someone direct emergency personnel to injured.
4. If trained, use pressure to stop bleeding. Provide basic life support as needed.

Smoke or Fire in the Building
1. Pull alarm (located at EXIT doors).
2. Leave the building.
3. Call 9-1-1 from a safe distance and give the following information: location of fire, description of the fire and how it started, if known.

Evacuation Procedures
1. When the fire alarm sounds, evacuate the building.
2. Use the nearest stairway. Do not use the elevators.
3. In case of fire, feel door with the back of your hand. Do not open any doors that are too hot to touch.
4. Close all doors behind you to help contain the fire and smoke. Do not lock the doors.
5. If smoke is present, stay as close to the floor as possible.
6. Assemble on New York Avenue sidewalk in front of school where medical triage and command information will be available.

Blocked Escape Routes
1. Move as far away from the fire as possible, closing all doors between you and the fire.
2. Stuff clothing or other material around ventilation ducts and cracks in doors to prevent smoke from penetrating the room. Do not break window.
3. Call 9-1-1 using landline phone or cell phone and give the Calumet College of St. Joseph address (2400 New York Avenue), the floor you are on and where on the floor you are located.

Other Emergency Situation-Tornado/Chemical Spill
1. Listen and follow the emergency instructions given over the CCSJ emergency speaker system.
2. Go to designated Safe Areas. Close doors.

Security
Lobby Extension - 335
Cell Number – 219-644-6595