

EXPECTATIONS AND STANDARDS: COMMUNITY LIFE

STUDENT CONDUCT

As mentioned earlier, Central Christian College is a distinctively Christian community with certain lifestyle expectations placed on its members. These expectations are briefly described in what is known as the **Community Expectations Covenant**. Every student, regardless of age or residency status, is expected to uphold the responsibilities of the Community Expectations Covenant. It should be noted that this list is considered a baseline and is not necessarily comprehensive in nature. The College administration, faculty, and staff reserve the right to confront and address other behaviors that are viewed as dangerous, destructive, illegal, unbiblical, or inconsistent with the Central Christian College mission. The Community Expectations Covenant contains the following lifestyle expectations which allow the campus community to live in harmony:

1. I will endeavor to live in the spirit of honesty, integrity, and harmony - valuing the rights of others and the contributions of those who come from diverse backgrounds, experiences, and racial/ethnic origins.
2. I will not lie, cheat, or steal.
3. I will attend the mandatory Chapel and H.B.C. services and will regularly attend church.
4. I will abstain from the use and/or possession of alcoholic beverages, illegal drugs, and tobacco in any form. Neither will I collect, display, or possess alcoholic beverage or tobacco containers, paraphernalia, or promotional items.
5. I will abstain from immoral sexual behavior.
6. I will abstain from viewing, displaying, or listening to obscene or pornographic material. (i.e.: magazines, computer, phone, videos, music, etc...)
7. I will abstain from all forms of gambling.

Because Central Christian College promotes community cooperation and respect for one another, all students are required to abstain from hosting, promoting, or being a part of scenarios whereby any fellow student is encouraged or given the opportunity to violate the letter or spirit of the Community Expectations Covenant and the behavioral guidelines that are a part of it.

Therefore, all students are expected to refrain from hosting or attending parties on or off-campus, where there is present any alcoholic beverages, drugs, tobacco products, or any form of audio/visual entertainment that is obscene, pornographic, or highly sexual in content. (i.e.: videos, cable channels, Internet access, chat rooms, video games, etc.) Students who attend or host such events, or participate in them on an individual basis, will be considered in violation of the Community Expectations Covenant.

Therefore, when making decisions regarding which movies to watch, music to play, or parties to attend, please keep in mind the above guidelines, as well as the overall spirit of Central Christian College's lifestyle philosophy.

Central Christian College is an alcohol and drug free campus. We do not allow the usage of or possession of these substances on the campus grounds. Family, friends, and EXCEL students are allowed to smoke in designated areas (not in any buildings). All traditional students, full-time and part-time, must refrain from alcohol, tobacco, and drug use at any time that they are enrolled as a student at Central. This includes off campus as well as on campus.

In addition to the Community Expectations Covenant, fundamental expectations exist for each student. Compromise of these expectations, and/or compromise of the Community Expectations Covenant, may result in disciplinary action.

- Abstain from the use of profanity and obscene behavior.
- Conform to and uphold local, state, and federal laws.
- Abstain from assaulting, disrupting, harassing, or endangering in any manner the health and safety of any person.
- Comply with the directions of College personnel.
- Abstain from purposefully damaging property.
- Abstain from wearing clothing or hats with obscene slogans or pictures and/or containing alcohol or tobacco advertising.
- Abstain from wearing clothing that is revealing or immodest.
- Abstain from bartending.

The College reserves the right to dismiss any student who in its opinion, either by passive or aggressive behavior, is persistently interfering with the academic and administrative activities of the campus, hampering the ability of other students to learn or instructors to teach, or who in its judgment is undesirable and whose continuation in the school is detrimental to himself/herself and his/her fellow students. Such dismissals may be made without specific charge. (This could

include serious mental disorders as diagnosed by the local mental health agency.)

PERSPECTIVES ON DISCIPLINE

Central Christian College has chosen a development approach to discipline. Our purpose is to administer discipline that blends accountability with redemption for the individual, while still maintaining the mission of the College. The Central Christian College philosophy of discipline follows Hebrews 12:11, “No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it.”

Ministry First. Our ultimate objective at Central Christian College is that each student comes to know God personally and grow in their walk with Him. When lifestyle or discipline issues occur, the Student Development staff takes a ministry approach. This means that each issue needs to be dealt with care and concern for the person involved. Sometimes there are consequences that must follow as part of discipline, but all must be done from the perspective of moving students closer in their walk with God. Grace will be balanced with consequences in each case. Ministry to each student must come first, before discipline.

Self-discipline. We believe that self-discipline is the most effective form of discipline. When an individual accepts responsibility for decisions and follows through on personal commitments, then mastery of self-discipline is evident. Integrity and personal responsibility are the cornerstones of self-discipline.

Peer discipline. We believe in the value of peer discipline, and that it should be coupled with self-discipline. Students who attend Central Christian College are encouraged to share responsibility for those around them. Accountability to peers often provides the support necessary to live by proper guidelines. The foundation of peer discipline is a strong blend of love, accountability, and trust. The peer discipline will be administered by the Resident Advisors.

Formal discipline. When self-discipline is abandoned and peer discipline is ignored, we believe that formal discipline can provide the opportunity for change and redemption in the lives of our students.

GROWTH INITIATIVE

If your own behavior has been in violation of the policies of the College, and if you wish to change, you are encouraged to take the initiative to discuss the behavior of concern with a Resident Director. If you are currently gambling, using alcohol, drugs, tobacco or pornography, or are having sexual relations outside of marriage, please talk to your Resident Director. *Upon doing so, the problem may be defined as a personal problem and may be exempt from the threat of disciplinary action for infractions accumulated up to that point.* The following requirements must be met in order to take advantage of the Growth Initiative:

- You must initiate the contact. Once you have been confronted and formal discipline has begun, your situation can no longer be addressed within the concept of the Growth Initiative.
- You must sign a behavior contract with the Resident Director. This contract will specify the behavior changes you wish to make, the obligations you have to the College and/or selected mentors, and the type of assistance you will receive from the College or outside agency in accomplishing your goals for change. Your ongoing behavior must not be in violation of the aforementioned contract. The Dean of Student Development will receive a copy of the Growth Initiative. The initiative will be periodically reviewed. Insufficient progress could result in discipline and/or dismissal.

It is Central Christian College's desire to respect the integrity of the student who has initiated a request for help. Therefore, the Growth Initiative is designed to provide such support as opposed to responding with punitive discipline. It should be noted that in cases where behavior is repetitive, self-destructive, hazardous to others, or of significant legal issue, the College may respond accordingly. Depending upon the behavior in question, the College reserves the right to require the person to enter a professional setting where adequate help is available.

COLLEGE DISCIPLINARY PROCESS

We believe that discipline is most effective when dealt with immediately at the personal level. The Biblical model found in Matthew 18:12-17 is a process that begins with confrontation in a private counseling relationship with peers and residence hall staff, and ends with redemptive resolution. In more serious violations involving the larger campus community or a breach of the Community Expectations Covenant, the Student Development staff and/or the Judicial Affairs Committee may become involved.

NOTE: Parents or guardians will be notified by letter of any formal discipline as long as the student is under 21 years of age. No letter will be sent to parents if the student is 21 years of age or older or has declared independent status.

R.D. COUNCIL

The R.D. Council is made up of the four Resident Directors. Students can be asked to meet with the R.D. Council after R.A.s and individual R.D.s have exhausted their resources with those students. The R.D. Council will try to work with the students and counsel them. The R.D. Council can administer discipline procedures but can not suspend or expel a student. If the student does not respond, the R.D. Council can send them to the J.A.C.

JUDICIAL AFFAIRS COMMITTEE (J.A.C.)

The Judicial Affairs Committee is made up of four members of the Central Christian College faculty and staff and is chaired by the Dean of Student Development. The student's advisor, Resident Director, and Resident Advisor may also be present at the J.A.C. meeting for their additional input. Meetings are arranged on a variable schedule to try to accommodate the majority of the people involved. Students accused of some infraction are required to attend the J.A.C. meeting and share their story. Honesty and integrity are valued highly by the Committee. A student called before the J.A.C. is allowed to bring an advocate with them. The advocate may be a Central Christian College faculty member, staff member, or student only. The decision of the Committee is final unless there is an appeal (see Appeal Procedures, p. 23). The Dean of Student Development will meet personally with the student involved and share the decision of the Committee. The decision will then be put into writing.

DISCIPLINARY ACTIONS

One or more of the following disciplinary actions may be taken with regard to any rule or policy violations at the College:

Confrontation/Counseling. The student is contacted personally and an informal discussion is held about behavior or attitudes.

Corrective Restitution. The student is required to make restitution by some prescribed means for violation of the Community Expectations Covenant. This may take the form of a fine, work obligation, papers, or prescribed interview sessions. This restitution must be completed before the student is reinstated.

Fines. Fines are primarily issued for non-compliance with or violation of College policies, and are to be paid immediately. Fines may not be placed on a student's bill to be paid later.

Community Service. Hours of community service may be assigned by a member of Student Development or the Judicial Affairs Committee for infractions of any Central Christian College policy. Community service will be supervised and monitored closely by a staff member and a report will be given to the Dean of Student Development. If the report is unsatisfactory, other discipline may ensue. Failure to complete the community service assignment in the time allotted will result in a more severe disciplinary response.

Probation. Probation will result in a growth contract that may include the following:

- a mentoring relationship with a faculty/staff member
- community/volunteer service
- counseling
- restitution, i.e. payment or service

- loss of extra-curricular or co-curricular privileges (Students involved in leadership activities such as Student Activities Council, drama, choir, sports, ministry teams, music teams, cheerleading, etc. may forfeit a certain percentage of their participation and/or stipend.)
- suspension of automobile privileges

The College reserves the right to notify parents of any probation case.

On-Campus Restriction. Due to the fact that Central Christian College attracts students from all fifty states, it is impossible for every student to go home for what is normally a suspension time period. As a result, the College has developed a disciplinary action for such an occurrence. When a student is placed on on-campus restriction, he or she is restricted from leaving campus for a specified period of time. The stipulations for on-campus restriction are:

1. Curfew hours - 11:00 p.m. every night.
2. Regular class and Chapel/H.B.C. attendance.
3. Not allowed to leave campus without permission from the R.D.
4. Give a copy of their work schedule to their R.D. and R.A. Students may still work during on-campus restriction, but they need to return to campus 10 minutes after they've completed work and they should not work past the curfew hours.
5. Loss of vehicle privileges - students will be asked to turn in the keys to their vehicle, if they have one.
6. Loss of extra or co-curricular privileges - students may not practice, play, or participate in any games or activities.
7. Any other stipulation and/or requirement relevant to the specific situation.

Failure to comply with on-campus restriction is grounds for dismissal from Central Christian College. The College reserves the right to notify parents of any on-campus restriction case.

Suspension. The College reserves the right to substitute suspension for on-campus restriction when travel to home is a viable option for the student. When a student is suspended, he or she is required to leave campus within 24-48 hours, and must return to the home of his or her parents or the location of permanent address. Because of the College's obligation to the safety of the student, the parents of the suspended student will be notified of the student's status. No leadership involvement (extra-curricular or co-curricular) will be permitted during the suspension period.

Dismissal. The student's enrollment will be terminated involuntarily and he/she will be required to leave campus within 24-48 hours after the dismissal is communicated to the student. The College reserves the right to require the student to leave campus immediately if it is deemed necessary. Part-time status is not an

option after dismissal. A possibility of re-admission exists at a future date. Portions up to and including all tuition and room and board may be forfeited. Contact the Business Office for details.

In some exceptional situations, the Dean of Student Development can dismiss a student on his own. If there is an appeal, it will go before the Judicial Affairs Committee.

Expulsion. The student's enrollment is terminated and the student is dismissed from the Central Christian College premises with very little possibility of future re-admission.

FAIR AND IMPARTIAL PROCESS

It is Central Christian College's desire to treat all students equitably when there is a situation that warrants confrontation which could lead to a disciplinary response. All students will receive a fair and impartial hearing, a verbal and/or written summary of the reported behavioral infraction, and a written determination of the case in question. Students, as noted, do have the right to appeal official disciplinary decisions.

APPEAL PROCEDURES

Students wishing to appeal a disciplinary decision made by an official or officer of Central Christian College must proceed as follows:

- A. All appeals must be made in writing and given to the Dean of Student Development.
 1. Appeals must be made within 24 hours after the student has been informed of the disciplinary decision.
 2. The written statement must specify the basis for the appeal. Either a violation of the fair and impartial process or additional evidence not stated at the time of the Judicial Affairs Committee hearing are the only acceptable grounds for appeal. In the case of arrest or admission of guilt, the disciplinary response may be made without a hearing of the Judicial Affairs Committee.
 3. The Appeals Committee (President's Staff) will review each case and decide whether to proceed with a hearing. If the appeal warrants a hearing, then the student will be scheduled to appear at the hearing. If the appeal is heard, it will be sent back to the Judicial Affairs Committee for reconsideration.
 4. If the disciplinary action involves dismissal, the student's enrollment will not be interrupted until the appeal is heard. All other terms of dis-

ciplinary action are still in force during the appeal process.

B. The route of appeal is as follows:

1. Students may appeal actions taken by a Resident Director to the Dean of Student Development.
2. Students may appeal actions taken and decisions upheld by the Dean of Student Development pertaining to on-campus restriction and suspension. Appeals of this nature should be taken to the Judicial Affairs Committee.
3. Students may appeal actions taken and decisions upheld by the Judicial Affairs Committee pertaining to dismissal or expulsion to the President's Staff.

C. The Chair of the President's Staff shall notify the student of the final decision regarding his/her appeal.

D. After the student has exhausted all appeals or has failed to follow appropriate appeal procedures, the disciplinary decision then becomes final.

PLAGIARISM AND CHEATING

The Central Christian College plagiarism and cheating policy is on file in the Vice President of Academics' office. The policy, approved by the faculty, explains the penalty for three levels of dishonesty on daily assignments, major examinations or projects other than the final examination, and comprehensive final examination or major project which constitutes a final examination equivalency. Discipline for academic dishonesty will be the responsibility of the Dean of Student Development, working through the Judicial Affairs Committee. Normal appeal opportunities are available to the student.

SEXUAL HARASSMENT/VERBAL ABUSE/ABUSIVE OR HOSTILE ENVIRONMENT

In accordance with Title IX, Central Christian College affirms that its students, faculty, staff, and administrators have the right to be free from sexual harassment by any member of the College community. In order to emphasize respect for the dignity of persons, Central Christian College will not tolerate sexual harassment, or the existence of a verbally abusive or hostile environment.

Sexual harassment is defined as attempted sexual coercion, unwelcome sexual advances, requests for sexual favors, physical conduct of a sexual nature, or verbal conduct of a sexual nature. Therefore, any words or behavior that produces an atmosphere of intimidation or hostility or is verbally abusive, is viewed as harassment. This also includes sexual harassment by use of e-mail.

Central Christian College is prepared to handle sexual harassment complaints in strict confidence. Any individual who believes he or she has been sexually harassed may submit a written and signed complaint to the Sexual Harassment Officer, who at the present time is Chris Smith, Director of Residence Life. When a formal complaint is filed, the Sexual Harassment Officer will thoroughly investigate the matter in confidence. If the incident involves faculty or staff, Chris Smith, Dean of Student Development, will advise. After reviewing all the facts, it will be decided whether reasonable grounds exist to believe that sexual harassment has occurred. If the incident involves students only, the case will then be taken to the Judicial Affairs Committee. If the incident involves faculty or staff, the case will then be taken to the President's Staff.

Disciplinary action, including expulsion or employment termination, may be taken against any student, faculty or staff member, or administrator who is found guilty of sexual harassment.

FITNESS FOR EXAMINATIONS AND TESTING

Central Christian College reserves the right to require that a student submit to a physical examination or clinical testing, designed to detect the presence of drugs when there are reasonable grounds for believing that the student is under the influence of or improperly using drugs in violation of this policy. These tests will be at the student's expense.

If a student tests positive, the institution expects the student to be open to professional counsel and referral. The student could also be taken through the disciplinary process and be subject to dismissal.

LEGAL SANCTIONS

Illegal use or possession of drugs or alcohol may also be subject to criminal prosecution. Central Christian College will refer violations of prohibited conduct to appropriate authorities for prosecution. Kansas law provides that any person who violates the criminal statutes on controlled substances by possessing, offering for sale, distributing, or manufacturing opiates or narcotics, such as cocaine and heroin, will be guilty of a Class C felony. Unlawful possession of a depressant, stimulant, or hallucinogenic drug is punishable as a Class A misdemeanor. Depressants include barbiturates, valium, and barbital. Hallucinogens include LSD, marijuana, and psilocybin. State law classifies amphetamines and methamphetamines as stimulants.