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Code of Conduct

The Director of Student Rights & Responsibilities receives all incident reports and refers cases to the appropriate investigators and hearing bodies. Charges of misconduct which, in the judgment of the Director, could lead to separation from the Institution (Suspension or Expulsion) will be handled through the formal hearing process which will include the Student Conduct Review Board. Factors to be considered will be the present demeanor and past disciplinary record of the offender, as well as the nature of the offense and the severity of any damage, injury, or harm resulting from it. Repeated or aggravated violations of any section of this code may also result in expulsion or suspension or in the imposition of such lesser sanctions as may be appropriate.

1. Sexual Misconduct

Sexual Misconduct is defined as a threat of a sexual nature or deliberate physical contact of a sexual nature without the other person's consent. Examples of such behavior include, but are not limited to, 1) deliberate or reckless threat, actual or implied; 2) physical contact of a lewd type such as brushing, touching, grabbing, pinching, patting, hugging, and kissing; 3) physical contact of a sexual nature that results in reasonable apprehension of a sexual assault or physical harm; and 4) coerced sexual activities, including rape.

All sexual interaction between any two people must be consensual. Each individual has a responsibility to obtain consent before engaging in sexual interaction. Consent is defined as the act of willingly and verbally agreeing (for example, by stating "yes") to engage in specific sexual conduct. If either person at any point in a sexual encounter does not give continuing and active consent, all sexual contact must cease, even if consent was given earlier. A person who is impaired by consumption of alcohol or drugs is considered unable to give consent.

To initiate sexual contact with someone whose judgment is impaired by alcohol or drugs, who is unable to give verbal consent (sleeping or unconscious), or who is threatened, coerced, or intimidated is a violation of Code of Conduct. To coerce a person to consume alcohol or other drugs for the purpose of inducing sexual activity is a violation of the Code of Conduct.

Students are reminded that the conduct covered in this policy may also result in criminal prosecution under the laws of the Commonwealth of Pennsylvania. It is the practice of the College to encourage all persons reporting a serious violation of this policy to also report the incident to the local authorities.

Approved by Student Life Committee April 23, 2003

2. Harassment

Gettysburg College has a moral, legal and, to a limited extent, contractual obligation to maintain reasonable educational, residential and working environments that permit students and employees to pursue their educational goals without substantial interference stemming from harassment. When a violation is stipulated, the College may not seek immediate discipline in all cases. Whenever appropriate, College officials may respond to harassing behavior through mediation or through counseling and education rather than resorting immediately to more formal procedures and sanctions.

a. Actions constitute harassment if they substantially interfere with another's educational or employment opportunities. This may be the case even if the actions were not intended to cause interference, but if these actions are interpreted by a reasonable person standard as substantially interfering in the ways outlined above.

b. Discriminatory harassment: Harassment is discriminatory if taken with the purpose or effect of differentiating on the basis of another person's race, sex,

color, national origin, religion, age, sexual orientation, disability or Vietnam-veteran status.

3. Assault/fighting

Attempting, causing or threatening injury to an individual. Engaging in physical contact with another when the person knows or should reasonably believe that the other will regard the contact as offensive or provocative. All participants in a fight are subject to disciplinary action regardless of who initiated the incident.

4. Disorderly or inappropriate conduct

This includes, but is not limited to, conduct which has the effect of unreasonably disrupting the life of, or interfering with the activities of, persons or groups in the College community; obscene or indecent acts.

5. Furnishing false information

Forgery, unauthorized alteration or misuse of any College document, record, or instrument of identification. Also includes withholding material information from the College, misrepresenting the truth before a hearing of the College and making false statements to any College official or law enforcement officer, and providing false information related to academic or financial status.

6. Damage to property

This includes damage, destruction, or defacement of College property or property of any person in the College or greater community as a result of a deliberate action or as a result of reckless or imprudent behavior.

7. Obstruction or disruption of classes, laboratories, seminars, research projects, administration, fire prevention, police activities, emergency services, student activities, or organizations, disciplinary proceedings, or other activities on College premises.

8. Unauthorized presence or forcible entry into a College facility or College-related premises or any College-sponsored activity or event; unauthorized use of keys.

9. False reporting of an emergency

False alarms or the false report of a bomb, fire, or other emergency on College premises or at activities sponsored by or affiliated with the College.

10. Tampering with fire/safety equipment such as fire extinguisher, smoke detectors, pull stations or sprinklers.

11. Illegal drugs and controlled substances

Manufacturing, possessing, having under control, selling, transmitting, using or being party thereto any dangerous drug, controlled substance or drug paraphernalia.

12. Theft or unauthorized use of property or services

This includes but is not limited to theft, unauthorized use of property or services, sale of College property, possession or purchase of stolen property including College property or property belonging to a member of the College, greater community or campus visitors.

13. Attempting, aiding, abetting, conspiring, hiring or being an accessory to any act prohibited by this code will be considered to the same extent as completed violations.

14. Computer abuse

This includes but is not limited to plagiarism of programs, misuse of computer files, unauthorized destruction or alteration of files or data, possession of unauthorized passwords, illegal use of software, attempted unauthorized access to computer systems, files and data, illegal copying or sharing of software and disruptive or annoying behavior on the computer or activities which impede the use or enjoyment of the computer or other network services by others.

15. Behavior or activities which recklessly or intentionally endanger the safety of oneself or others. This includes but is not limited to self-destructive behavior, behavior which

deliberately infringes on the rights of others, and arson.

16. Violation of commonwealth, federal or borough laws or ordinances when such violation occurs on or near the campus or when the interests of the College or the safety of individuals or the community is in question.

17. Use, possession or storage of any weapon, fireworks or explosives on College premises or at any College-sponsored activity. The term "weapon" may be defined as any object or substance designed to inflict a wound, cause injury or incapacitate. Weapons may include, but are not limited to, all firearms, pellet guns, martial arts devices, switchblade knives and clubs.

18. Violation of the terms of any sanction imposed by an authorized hearing board or officer.

19. Failure to leave building during emergency evacuation and drills.

20. Failure to comply with the proper requests of or to show respect to security personnel, residence hall staff, other College officials, or any law enforcement officer acting in performance of their duties, or to identify oneself when asked.

21. Misappropriation or misuse of student organization funds or property of the College or any student organization.

22. Misuse of telephone

This includes but is not limited to making or assisting in making unauthorized telephone calls, misuse or abuse or tampering with telephone or communications equipment, use of an authorization code of another person without that person's consent, or possession of telephone or communications equipment not assigned to that individual's room or apartment.

23. Library abuse

This includes but is not limited to theft or any other misuse that results in materials not being equally available to others, and disruptive or annoying behavior which impedes the use of the library by others.

24. Failure to assure proper conduct of a guest

Soliciting or allowing guests to violate the code of conduct or other College regulations.

25. Violation of published rules

This includes but is not limited to regulations of Housing/Residence Life, the dining services, library, telecommunications or campus solicitation, campus sales, traffic and parking, and demonstration and dissent policies or other College policies or regulations.

26. Use, possession or consumption or furnishing, of alcoholic beverages in violation of the College's Social Event Policy or the laws of the Commonwealth of Pennsylvania.

27. Tampering or interfering with an investigation or the judicial process.

28. Failure to appear on official request to give testimony before judicial bodies.