

Congratulations on making the best decision of your life!

We are delighted that you have chosen to attend Union College of Union County, New Jersey. At Union we take great pride in providing many opportunities to assist you with your academic growth, personal enrichment and career preparation.

We are committed to providing quality support services and ensuring you will have access to resources to assist you in reaching your educational goals. From enrollment to graduation, faculty and staff will be there to support you in your educational endeavors. Our goal is to promote student success and ensure students graduate in a timely manner.

Become familiar with this Student Handbook as it is one step you can take to help ensure your success. The handbook contains helpful policies and procedures, general College information, and overview of our resources, as well as a description of your rights and responsibilities as a student. I encourage you to take charge of your education and get involved in our college community.

Our mission is guided by our commitment to empower students to achieve their goals by providing access to high quality and affordable higher education to residents of Union County.

As a comprehensive community college with a diverse student population, we provide career programs, transfer program, development education, and lifelong-learning opportunities with a focus on excellence in all that we do.

Students are responsible for knowing the information, policies, and procedures of the Student Handbook. Union College of Union County, New Jersey reserves the right to make changes to the Student Handbook as necessary. Changes will be posted to the website and students are encouraged to check <https://www.ucc.edu/campus-life/student-handbook/> to view updates.

2023/2024 Union College Student Handbook



**UNION
COLLEGE**
of Union County, NJ

COMMUNICATIONS

All students receive a college e-mail account that is accessible through the College web page www.ucc.edu.

All-important college announcements will be sent to your Union College email address. When conducting electronic business with any Union College personnel, please use your Union student e-mail account because that is the only way we will communicate with you electronically. All follow-up responses will be sent to your Union student e-mail only. E-mail accounts are accessible even after you leave Union College.

DIRECTORY – ACADEMIC & STUDENT SUPPORT SERVICES

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Shelby Miller	Associate Registrar	shelby.miller@ucc.edu
Noel Katalbas	Director of Student Accounts	katalbas@ucc.edu

STUDENT DEVELOPMENT

STUDENT SERVICES CENTERS

Student Services Centers are available on each campus and offer a wide variety of services for new, returning, and continuing students. Qualified staff are there to assist students with all the resources to enroll and be successful in one convenient location on each campus.

Services include Applying for Admission, Academic Advisement, Registration for Classes, Financial Aid and Scholarship Assistance, College Placement Testing, Career Services, Disability Support Services, Student Accounts and Billing, Educational Opportunity Fund (EOF), Veterans' Benefits and International Students Visas.

Identification Cards (ID Cards)

All students must obtain Identification Cards before starting classes. Student Identification Cards are provided on the Cranford, Elizabeth, and Plainfield Campus in the Student Services Center. Each semester students must obtain a current semester ID sticker. Stickers can also be obtained in the Student Services Center. ID Cards are required to enter all college buildings.

ADMISSIONS –

Admission to Union College is open to all high school graduates, those holding high school equivalency certificates, or those persons eighteen years of age or older. For more information on the Admissions Policy and application procedures, please visit <https://www.ucc.edu/admissions/>

REGISTRATION - RECORDS

Registration

Registration, the process by which an admitted student enrolls and completes payment for their tuition and fees, must be done each semester /session. The registered student receives or may acquire a class schedule and a paid receipt which will verify enrollment in the requested classes. For more information on the registration process, please visit <https://www.ucc.edu/apply/registerforclasses/>

Student Classification: Freshman – FR
Sophomore – SO

Freshman Status: A student who has successfully completed 1-29 college levels credits.

Sophomore Status: A student who has successfully completed 30 or more college level credits.

Access to Student Records

Transcripts and other academic records are maintained by the College Registrar, Cranford Campus. Disciplinary records are maintained in the Office of the Dean of Students, Cranford Campus.

Family Educational Rights and Privacy Act of 1974 - FERPA

FERPA was approved by Congress to protect the privacy of students. The Act regulates access to student records and the release of such records. The College has policies and procedures in place, which comply with this legislation. Students are assured access to their educational records and their right of privacy, which is protected by the prohibition against disclosure of such records without their consent.

FERPA ensures:

1. The right to inspect and review the student's education records within 45 days of the day the College receives a request for access. Students should submit to the Registrar a written request that identifies the record(s) they wish to inspect. The College Registrar will make arrangement for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the College Registrar, the Registrar shall advise the student of the appropriate official to whom the request should be addressed.
2. The right to request the amendment of the student's education records, which the student believe is inaccurate, misleading or otherwise in violation of the student's privacy rights under FERPA. A student who seeks to amend a record should write the Registrar, clearly identify the part of the record the student wants changed and specify why it should be changed. If the College decides not to amend the record as requested, the Registrar will notify the student of the decision in writing and advise the student of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
3. The right to provide written consent before the College discloses personally identifiable information from the student's education records, except to the extent that FERPA authorizes disclosure without consent (directory information). FERPA allows the College to disclose education records, without the student's prior written consent, to school officials who have a legitimate educational interest in such disclosure. A school official is a person employed by the College in an administrative, supervisory, academic research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the College has contracted (such as an attorney, bookstore, outsourced service provider, auditor or collection agent); a person serving on the Board of Trustees; or a student serving on an official committee, such a disciplinary or grievance committee or assisting another school official in performing their tasks. A school official has a legitimate educational interest if the official needs to review an education record to fulfill their professional responsibilities for the College. Union does make limited use of outsourced contractors and consultants for various administrative recordkeeping functions. Upon request, the College will disclose education records without student consent to officials of another school in which a student seeks or intends to enroll. NOTE: FERPA requires an institution to make a reasonable attempt to notify the student of the records request unless the institution states in its annual notification that it intends to forward records on request.

An exemption also exists for law enforcement. Student consent or disclosure by the College is not required in the event the US Attorney General or designee serves the College with an ex-prate court order directing the College to provide education records relevant to an investigation or prosecution. www.ucc.edu/go/ferpa

The College may release the following "directory information" of any student unless the student has designated that it should not be released without their prior consent:

Name
Union College Email
Address
Field of Study
Diploma and awards received

Student requesting that their directory information not be

released must:

- Submit their request in writing to the Registrar and include the following: Their name, student ID number, current address and current telephone number.
- A statement specifically stating which items of directory information the student does not wish released.
- Student's signature
- Requests to withhold directory information should be addressed to: Registrar – Union College 1033 Springfield Avenue, Cranford NJ 07016

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Union College of Union County, New Jersey to comply with the requirements of FERPA. The name and address of the office that administers FERPA is Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202. More FERPA information can be found online at: <https://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>

Transcripts from Union College

An official Union College transcript is a copy of the student's academic record, which may be issued at any time during and following attendance of the College, showing all subjects completed. Requests for transcripts can be made online by visiting www.ucc.edu/admissions/online-transcript-request/.

Students are not entitled to transcripts unless all financial obligations to the College have been met. Unofficial transcripts are available online through Self Service. Contact the Registrar for additional information at registrar@ucc.edu.

Veteran Student Services

Active military and veterans should contact us as early as possible or at the beginning of each semester to verify enrollment information and during the semester to report any changes in semester credit hours. Failure to do so may result in termination of benefits. For specific information concerning veterans' benefits, contact the Student Services Center at veterans@ucc.edu. Additional information and forms may be obtained through the Veterans Administration Regional Office, 20 Washington Place, Newark, NJ 07102

Veterans, dependents of a deceased or disabled veteran or active duty military may be eligible to receive monthly educational assistance from the Veterans Administration while enrolled. The school, certifying officials and students will work together to assess needs in planning veterans' educational and financial programs.

FINANCIAL AID

Types of Aid Available:

Union College offers many types of financial aid from federal, state, and institutional sources to help students fund their educational goals. For information on the various types of aid available, please visit our paying for college page at: www.ucc.edu/admissions/paying-for-college/

Application Procedures

Students seeking financial aid need to complete only two forms to apply for all federal and state scholarships and grants, federal loans, federal work study, and all institutional scholarships: the Free Application for Federal Student Aid (FAFSA) and the Union College Scholarship Application. Full and part-time students may be eligible for financial aid; however, some forms of aid will be adjusted for students who are less than full-time.

Step 1: Complete your FAFSA or NJ Alternative Application

Your first step is to complete the FAFSA (Free Application for Federal Student Aid) at <https://studentaid.gov/>. Remember to enter the school code of 002643 for Union College so we receive your FAFSA electronically. You will need to apply for Personal Federal Student Aid ID (FSA-ID). If you are a dependent student, you and one parent will need to apply for separate FSA-ID's and use the FSA-ID's to electronically sign your FAFSA. You and/or your parents must complete a federal tax return if required. While completing the FAFSA on-line, you and/or your parents can import their federal tax information from the IRS using a secure data retrieval tool (DRT).

For the NJ Alternative application, your first step is to go to www.hesaa.org to complete the application. Remember to enter Union College so we receive your application.

Step 2: Apply for Scholarships

Once a student has submitted a FAFSA, they should also complete the Scholarship Application. This is the application for all scholarships. Last year, we awarded hundreds of institutional scholarships to our students. If you are interested, in applying for scholarships, please visit www.ucc.edu/admissions/paying-for-college/scholarships/

Step 3: Review your Student Aid Report

Once you have submitted a FAFSA, the U.S. Department of Education will process your FAFSA and send you a copy in the form of a Student Aid Report (SAR). The SAR will be sent to you electronically if you have listed an e-mail address on your FAFSA. Please review your SAR and notify the Student Services Center. If you have made any mistakes, we will walk you through how to correct them.

Step 4: Review your Correspondence from HESAA

The U.S. Department of Education will also send your information to all the colleges listed on your FAFSA, as well as the New Jersey Higher Education Student Assistance Authority (HESAA). HESAA will notify you of your eligibility for state aid or to request additional information.

Step 5: Check your financial aid status online

All communication from Financial Aid is in an electronic format. It is essential that you check Self-Service to view your financial aid status and/or any documents required to complete your financial aid application. You should check your Owl's Nest e-mail account daily because all communication we send to a student is sent through this e-mail.

Financial Aid Application Deadlines

The FAFSA or NJ Alternative application must be completed each year and it serves the entire academic year (Fall, Spring and Summer terms). The FAFSA becomes available each October for the following Fall and will remain available through the following Summer. We recommend that you complete your FAFSA or NJ Alternative application as soon as possible.

If you previously received state aid you will need to complete your FAFSA by April 15 to be considered for any state aid in the next academic year. For more information on state grants, please visit the website for the State of New Jersey Higher Education Student Assistance Authority (HESAA) at www.hesaa.org.

Certain funds are available on a limited basis; therefore, it is in your best interest to apply as early as possible.

Eligibility

To be eligible for Federal and/or State financial aid programs, you must:

- Be accepted as a student in an eligible certificate or degree program.
- Be making satisfactory academic progress for financial aid purposes.
- Have a high school diploma, General Education Development (GED) certificate, or a secondary school completion credential for home school.
- Be a U.S. citizen or eligible non-citizen (This includes legal permanent residents, or green card holder.)
- Have a valid Social Security Number.
- Register with Selective Service if required
- Not be in default on a previously awarded student loan or owe a refund on a previously awarded grant.
- Be eligible for the New Jersey Alternative Financial Aid Application (if you are not a U.S. Citizen or eligible non-citizen)

Different forms of financial aid may have additional eligibility criteria.

Satisfactory Academic Progress for Financial Aid Recipients

All students receiving financial aid from federal and state sources must be making satisfactory academic progress at Union College. Satisfactory academic progress is evaluated each term and it is based on the student's cumulative academic history.

For our entire Satisfactory Academic Program (SAP) Policy, including information about support services available to help you maintain SAP as well as how to appeal if you are not making SAP, please visit the Satisfactory Academic Progress page at: www.ucc.edu/admissions/paying-for-college/policies/satisfactory-academic-progress-policy/

TUITION AND FEES

Through the College's Self Service financial information features, you can easily manage your account. Log in to my.ucc.edu to access the 'Self Service' app. Then, click on Student Finance to view your statement, account activity, and to make payment. You can also view your book allowance and register for direct deposit of your student refund. For more information, email studentaccountsoffice@ucc.edu, call 908-709-7063, or visit a Student Services Center on the College's Cranford, Elizabeth, or Plainfield campus. A current schedule of tuition and fees is available on the College's website at <https://www.ucc.edu/admissions/paying-for-college/tuition-and-fees/>

TESTING CENTER

The Testing Center provides English as a Second Language (ESL), CLEP, and classroom testing. The Testing Center is located on the Cranford Campus – SD130 and on the Elizabeth Campus – L122 in the Student Services Center; Testing offers walk-in testing on a first-come, first-served basis.

You must bring a valid photo ID and arrive with enough time to complete testing prior to the posted closing time.

Hours of operation vary throughout the year and are posted on the Testing Center website. For more information regarding testing or testing exemptions, please contact the Testing Center at 908-709-7486 or visit the following website www.ucc.edu/testing.

ADVISING, CAREER AND TRANSFER SERVICES (ACT)

Advising, Career, and Transfer Services has staff who are available to assist students in academic advising, career planning, and transfer services. Please visit the department's website for additional information at www.ucc.edu/go/ACT

Academic Advising

Academic Advising is a process to help students make educated decisions that lead to academic success. Students are encouraged to meet with an advisor at least twice per semester to ensure timely completion of their degree. Advisors provide the following services:

- educational planning
- review of programs of study and selection of academic program
- program evaluation and degree audit
- student planning and self-service registration assistance
- monitoring academic progress

Career Advisement

Students can receive assistance with ensuring that their program of study is congruent with future career goals. The staff will gladly assist you in the following areas:

- career advisement and coaching
- career interest inventories
- job search
- interview preparation
- resume and cover letter writing

Transfer Services

Students interested in transferring to another college for a bachelor's degree can receive assistance and guidance with the following services:

- NJ Transfer workshops
- navigating njtransfer.org
- on-site admission/instant decision days
- scholarship information available to transfer students
- transfer fairs
- transfer resources and workshops

Crisis Referral Services

The Social Workers are here to provide additional support to you. They can make referrals to resources on or off campus based on your needs.

Please feel free to walk-in or make an appointment if you ever need assistance with things such as our on-campus food pantry or interview ready attire from our Owl's Boutique.

Our Social Workers can also assist if you ever need to be connected to off campus resources such as, but not limited to, Mental Health Services, Rental/Utility Assistance, Emergency Housing, Local Food Pantries, or NJ State Benefits.

Please do not hesitate to contact us socialworkservices@ucc.edu or 908.709.7139. All meetings are private.

CAREER SERVICES

We provide career, internship, and employment services to Union College students and alumni. The staff will gladly assist you in the following areas: career advisement and coaching, career interest inventories, internships and job search, interview preparation, resume and cover letter writing, social media etiquette, and networking. To learn more about Career Services, contact us at careerservices@ucc.edu.

UNIVERSAL ACCESSIBILITY SERVICES

In compliance with the New Jersey Law Against Discrimination (NJLAD), Section 503/504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990, including the recent amendments, reasonable accommodations are provided to address the needs of students with documented disabilities.

Universal Accessibility Services is designated to assist students with documented disabilities. The goals are to ensure that each Union College student is provided equal access to the College's academic programs, activities, and awards without discrimination on the basis of a disabling condition. Students who have documented disabilities can receive help with the following:

- Reasonable Academic Accommodations
- Academic Advisement and Registration Assistance
- Reasonable Testing Accommodations
- Sign Language interpreters
- Referral to Community Resources
- Assistive Technologies; and
- Linkage to para transit services that provide transportation to and from the College

Please visit the department website for additional information at <http://www.ucc.edu/administration/the-office-for-equal-opportunity/disability-services/>

Student Accommodation Requests

All requests for reasonable accommodations from Union students, pursuant to Section 504 or the ADA, should be directed to:

Amanda Nielsen
Coordinator of Disability Support Services
Phone: 908-659-5169
amanda.nielsen@ucc.edu

ACADEMIC SUPPORT AND RESOURCES

EDUCATIONAL OPPORTUNITY FUND – EOF

The Educational Opportunity Fund (EOF) Program is a comprehensive student support service program that offers financial and academic assistance to eligible Union College students. The program's purpose is to help EOF scholars achieve their maximum potential and persist through graduation.

The EOF Program offers a wide range of benefits and services including:

- An additional financial aid grant of up to \$800 per semester
- Free pre-college summer programs for incoming freshmen
- Registration, Career, Transfer, and Financial Aid advisement from a personal EOF Advisor
- Leadership Activities and Workshops
- Academic Support through tutoring and supplemental instruction
- Internship opportunities
- Opportunity to join the Chi Alpha Epsilon National Honor Society

For additional information, please visit www.ucc.edu/apply2EOF

OPERATION GRADUATION – OG

Operation Graduation works with a specific group of first time, full-time cohort students with the goal of on-time degree and certificate completion. Advisors monitor academic performance

with semester progress notes through graduation, encourage timely registration of required courses, and assist with possible completion scholarships. For additional information on OG, please visit www.ucc.edu/ogpa.

PROJECT ACHIEVEMENT – PA

Project Achievement is the institution's initiative dedicated to increasing the graduation rates of African American males. Using similar proactive advising strategies as Operation Graduation, advisors work one-on-one with students to promote on-time degree and certificate completion. Project Achievement includes a social programming component known as the Black Male Achievers program at Union College. Various social engagement events are held on and off campus related to personal and professional development for Black men to foster a culture of student success. For additional information on PA, please visit www.ucc.edu/ogpa.

INSPIRE THE FUTURE – ITF

Inspire the Future is the institution's initiative dedicated to increasing the graduation rates of the Hispanic population. Using similar proactive advising strategies as Operation Graduation, advisors work one-on-one with students to promote on-time degree and certificate completion. Inspire the Future includes career services opportunities, workshops, and various social engagement events are held on and off campus related to personal and professional development for the Hispanic population to foster a culture of student success.

AMERICAN HONORS

American Honors is a program for high achieving, academically motivated students who attend and graduate from Union College and then transfer to a four-year institution. Students who are accepted into the American Honors program will have access to small class sizes under 20 students, classes taught by full-time faculty members, professional academic advising, transfer support, admission to numerous seminars and workshops, and access to the Honors lounge! For more information on the American Honors program, please visit their website at: <https://www.ucc.edu/academics/american-honors>.

ACADEMIC LEARNING CENTERS

The Academic Learning Centers (ALCs) offer free tutoring and other support services to all Union College students who are currently enrolled in credit bearing and/or developmental courses. Students are encouraged to take advantage of the ALC's services whenever they need assistance; students may seek academic support as many times as they may need it.

Tutoring is delivered primarily by peer tutors who have performed well in their course work and have demonstrated that they can convey their knowledge to fellow students effectively and are recommended by their instructors. Tutoring support is provided on a walk-in basis for most subjects based on tutor availability; no appointments are required for in person tutoring. In addition, the ALCs offer online tutoring for selected courses through synchronous live chat and asynchronous environments.

Another important component of the ALC's offerings on the Cranford and Elizabeth campuses is the Math Success Center (MSC), which is an area devoted to mathematics support, and is staffed with math tutors who assist students seeking help with their math course work ranging from developmental through advance levels.

ALC Tutors and staff are available to assist students in the Information Commons with computer and printing questions.

Students can access Microsoft Office 365 and Canvas, and receive help with navigating my.ucc.edu, Cengage, Self Service, and other apps. Also, students can participate in workshops on Canvas, Microsoft Word and PowerPoint, Collaborative Learning Sessions for mathematics and chemistry, and ESL Conversation Groups.

An Academic Learning Center is conveniently located on each campus (visit <https://www.ucc.edu/alc/> for campus locations). For further information or to review the hours of operations and tutoring schedules, visit www.ucc.edu/alc or click on ALC Tutoring on your Canvas Dashboard.

CANVAS

Canvas Login

In order to access Canvas, the learning management system for courses, visit <https://my.ucc.edu/>. Next, login to My UCC with your UCC username and password. Then from the My Apps page, click the Canvas icon, which will direct you to the dashboard.

Technical Requirements

In order to take an online or remote live class, you must have access to a computer and required software. You will need a webcam, keyboard, mouse, microphone, high speed connection, and the recommended browsers.

Computer Requirements: You must have access to either a Mac or PC

Mac requirements: Operating systems of Mac OS Sierra 10.12.6 or higher

Processor/Ram: Intel Processor, 2GB RAM or better Recommended Web Browsers: Mozilla Firefox v20.0 or higher, Google Chrome v25.0 or higher

Plug-ins: Java Script Enable & Third-Party Cookies Enable Camera Resolution 800 x 600 resolution or better internet Connection: Cable modem, DSL or better (300 kbps download, 250 kbps upload)

PC requirements: Operating system Window 7, 8 or higher.

Processor/Ram: Dual-core 2.4 Ghz CPU, 1 GB RAM or better Recommended Web Browsers: Mozilla Firefox v20.0 or higher, Google Chrome v25.0 or higher

Plug-ins: Java Script Enable & Third-Party Cookies Enable Camera Resolution 800 x 600 resolution or better internet Connection: Cable modem, DSL or better (300 kbps download, 250 kbps upload)

Online Advising

The Online Student Services Specialist can assist with registration, adding/dropping courses, academic planning, and identifying appropriate institutional resources. If you require assistance in any of the above referenced areas, please feel free to contact them at 908-709-7481.

Canvas Training

If you are not familiar with Canvas, the Learning Management System (LMS) that is used for course work, the Academic Learning Centers provide workshops for students to learn the system. For more information, please contact the Cranford Office at 908-709-7526, Elizabeth Office at 908-965-6009, and Plainfield Office at 908-412-3540.

Online Tutoring

If you are taking an online course, students have access to online tutoring services by selecting the ThinkingStorm Online Tutoring menu tab within the Canvas course. Online students also have access to face-to-face tutoring services at the Academic Learning Centers located at the Cranford, Elizabeth, and Plainfield Campuses.

Online Behavior

Online students should not share their username and password for Owl's Nest, Canvas or any course product. Giving unauthorized individuals access to this information is prohibited. Please refer to the Academic Integrity Policy in this handbook for consequences associated with this behavior.

Identity Verification, Exam Integrity and Proctortrack

Prior to taking an online course, you will be required to verify your identity through Canvas using Proctortrack. Proof of identification permitted is a license or school id.

To access Proctortrack, you will have to log into CANVAS. On the left-hand side, select Courses and then select Online Course Identity Verification. The Online Verification Module will appear with a total of 6 steps. Open step 1, once you have finished reading step 1, select "Mark as Done" and "NEXT" on the bottom of the page and continue through the next 5 steps. Step 6 is the Onboarding Quiz. Your computer must have a microphone and camera to complete the onboarding process. If you are having issues completing the verification process, call Proctortrack at 844-753-2020; they offer 24-hour support. Distance Education is also available to provide assistance. We are located in room L205, MacKay Building at the Cranford Campus. Please email ucconline@ucc.edu or call 908-497-4364.

NOTE: If you have completed the online verification process within the past 12 months, you do not have to complete the process again. The identity verification is valid for 1 year.

FACULTY OFFICES

Faculty offices are located throughout the college campuses. During the first week of classes, students should familiarize themselves with faculty office locations, office hours, location of the divisional offices, telephone numbers and e-mail addresses.

LIBRARIES

Mission

The Libraries support the mission and goals of the College. As a key academic and student support service, the Libraries' services will enhance student success and support the student as an active learner. In environments that promote academic excellence and foster lifelong learning, the Libraries will provide the diverse college community with information resources and services that complement curricula and aid students in completing degree and certificate programs. The Libraries will provide resources that foster in students a desire to learn through independent research and will provide equitable access to resources to support individual educational goals. The Libraries will provide information literacy instruction which empowers a spirit of engagement, inquiry, and analytical thought. In all aspects of service and resources, the Union College Libraries endorses the ALA Library Bill of Rights, the Freedom to Read Statement of the ALA and the ACRL Intellectual Freedom Principles for Academic Libraries.

Goals

The Libraries will contribute to the General Education of all students by providing information literacy learning opportunities infused throughout the curricula.

The Libraries will support the Developmental Education mission by providing appropriate supplemental resources, in various formats and modalities, to facilitate the academic progress of students.

The Libraries will foster Lifelong Learning by providing human and physical resources to complement a variety of students' interests, career goals, and continuing education goals.

The Libraries will support Innovative Pedagogy by acquiring resources that encouraging creative approaches to teaching and learning and by assessing student learning outcomes for information literacy.

The Libraries will support the institutional mission by using physical, human, and fiscal resources to support teaching and learning throughout the curricula.

THE CATALOG

Every student must be familiar with college policies and regulations and stated in the official Union College Catalog.

The Catalog furnishes information such as curricular requirements and course descriptions for the year in which the student begins their academic career at the College. Every student is held responsible for knowing its contents. The Catalog is an important document and may be required for course descriptions when you transfer. Catalog updates will be posted online as required. For additional information please visit: <https://www.ucc.edu/academics/academic-course-catalog-archive/>

Academic Excellence

Only matriculated students will be considered for academic excellence. Students on probation are not eligible for recognition of academic excellence.

Matriculated students carrying 15 credit hours during one semester are eligible for the Academic Vice President's Honors List if they attain an average of 3.00 with no grade lower than "C", and for the President's High Honor List if they achieve an average of 3.50 with no grades lower than "B". Matriculated students carrying 12 credit hours during the semester are eligible for the Academic Vice President's List if they attain an average of 3.25 with no grade lower than "C", and for the President's List if they achieve an average of 3.75 with no grade lower than "B".

Matriculated part-time students will be considered for recognition of academic excellence if they have earned at least 12 quality hours and have attained a cumulative grade-point average of 3.25 with no grade lower than a "C" for the Academic Vice President's List and 3.75 with no grade lower than "B" for the President's List.

President's List:

Credits	Quality Points	Average
12	45	3.75
13	48	3.69
14	50	3.57
15 or above	53	3.50

Academic Vice President's List

Credits	Quality Points	Average
12	39	3.25
13	41	3.15
14	43	3.07
15 or above	45	3.00

HONOR SOCIETIES

Chi Alpha Epsilon

The Psi Chapter of the Chi Alpha Epsilon Academic Honor Society is a national honor society for students in the Educational Opportunity Fund Program. EOF students who hold a 3.0 cumulative GPA for two consecutive semesters with a minimum of 18 college credits are eligible to be members. The purpose is to promote continued high academic standards, foster increased communication among its members, and honor the Academic Excellence of those students admitted to college via developmental program pathways.

The Engineering and Architectural Honor Society

The Engineering and Architectural Honor Society is for students in an A.S. Engineering, Technology, or Architecture program. Membership is extended by nomination of the Engineering/Technology/Architecture faculty to students who have completed at least 15 credits of the required courses in their major program with at least a 3.5 GPA in that program.

Mu Alpha Theta

Students with a strong interest and ability in mathematics are recognized through admission to Mu Alpha Theta. Mu Alpha Theta is a national honor society which promotes scholarship in mathematics at two-year colleges. Requirements for admission are 3.5 average of any credit mathematics course, an overall 3.25 cumulative average, and finishing at least MAT 144 or above.

Phi Theta Kappa

Students who achieve outstanding scholastic records and demonstrate qualities of good citizenship receive recognition through admission into Phi Theta Kappa. Phi Theta Kappa is the international honor society which aims to promote scholarship, develop character, and cultivate fellowship among students of two-year colleges. Iota Xi is the chapter of Phi Theta Kappa at Union College. All students who have earned 12 transferable credits at Union College with a cumulative average of 3.6 are eligible for admission into Iota Xi Chapter.

Psi Beta

Psi Beta is a national honor society in psychology associated with the American Psychological Association. It was founded expressly for community and junior colleges. The purpose of Psi Beta is to promote, encourage, and recognize scholarship for students in psychology. The local chapter encourages member participation in workshops, seminars, conferences, and other educational experiences, as well as service to the community. Membership requirements are, at minimum, an overall average of 3.25 GPA, at least 12 credits, and at least one course in psychology with an overall grade of "B" or better in each psychology course.

Tau Alpha Pi

Tau Alpha Pi, New Jersey Beta Chapter. The Tau Alpha Pi National Honor Society is a national honor society for students matriculated in an AAS Engineering Technology program. Membership is extended by nomination of the Engineering/Technology/Architecture faculty to students who have completed at least 15 credits of the required courses in their major program with at least a 3.0 GPA in that program.

Lambda Epsilon Chi

Lambda Epsilon Chi is a nationally known academic honor

society for paralegal students. Sponsored by the American Association for Paralegal Education (AAfPE), the society offers national scholarship opportunities, participation in regional, state and local conferences, and networking opportunities. Candidates for membership in Lambda Epsilon Chi must be in good academic standing and have completed at least two-thirds of their paralegal coursework. Candidates also must have a cumulative GPA of 3.5 or higher.

STUDENT LIFE

In an effort to help students take full advantage of their college experience, there are many opportunities for student to get involved. Whether it is in Student Government, student activities and clubs, or varsity sports, these opportunities assist students in developing leadership skills, lifelong friendships, and meaningful connections with others on campus.

CAMPUSES

Cranford Campus

Currently, the major buildings on the Cranford Campus: Student Development Building, Kenneth Campbell MacKay Library, Weidenburner Hall, Science and Nomahegan Buildings; Campus Center, Victor M. Richel Student Commons, James R. MacDonald Hall and William Miller Sperry Observatory.

1033 Springfield Avenue, Cranford, NJ 07016-1599
(908) 709 – 7000

From the Garden State Parkway: Exit 137 to Westfield Ave. (Rt. 28). Turn right and take North Ave. (West) to Springfield Avenue. (Just past the 2nd light) and turn right. The College is $\frac{3}{4}$ of a mile on the left.

From Rt. 22 (East or West): Exit at Cranford/Westfield (Springfield Ave) and proceed towards Cranford. At the fourth light, turn right, continue on Springfield Ave. for two blocks. The College is on the right.

Elizabeth Campus

The Elizabeth Campus is comprised of two buildings on West Jersey Street. The Sidney F. Lessner Building and the Elizabeth I Kellogg Building.

40 West Jersey Street, Elizabeth, NJ 07202-2314
(909) 709-7000

From the Garden State Parkway: Exit 137 to Westfield Ave. (Rt. 28) East to Elmora Ave. Make a right onto Elmora Ave. and go three blocks and make a left onto West Jersey St. The College is four blocks on the right.

From the NJ Turnpike: Exit at 13A. Take Route 1&9 South to East Jersey Street. Make a right on East Jersey Street. Cross Broad Street. The College is one block ahead on the left.

Plainfield Campus

The Plainfield Campus is comprised of three buildings and two parking lots that accommodate 189 vehicles.

232 East Second Street, Plainfield, NJ 07060-1308
(908) 709-7000

From the Garden State Parkway, NJ Turnpike and Rt. 22: Take Rt 22 to the Somerset St. exit in North Plainfield. Take Somerset Street towards Plainfield where it becomes Park Ave. Take Park Ave., and turn left onto Second St. The College is on the right, three blocks from Park Ave., OR Exit Route 22 at the Terrill Road exit in Scotch Plains. Proceed two light south

of Rt. 22 to 2nd Street, turn right and follow 2nd Street to the College.

Scotch Plains Campus

The College shares a 40-acre campus in Scotch Plains with the Union County Vocational-Technical Schools/Academies and the John H. Stamler Police Academy.

1700 Raritan Road, Scotch Plains, NJ 07076 (908) 709-7000

From the Garden State Parkway: Exit 135 onto Central Avenue towards Westfield. At the first light, make a left onto Raritan Road and go to Lake Ave. Make a right onto Lake Ave. and go to the second light and make a left onto “another” Raritan Road. The College is $\frac{1}{2}$ mile on the left *(See note below)

From Rt 22: Exit at Terrill Road. Continue for about 3 miles, where it will turn into Raritan Road. Stay on Raritan Road $\frac{1}{2}$ mile. The College is on the right.

*Please enter Scotch Plains Campus complex from driveway entrance to the Union County Vocational and Technical School.

TRANSPORTATION

Union College campuses are served by a number of NJ Transit bus routes. Please refer to NJ Transit’s web site, www.njtransit.com for current information.

A valid and properly displayed parking permit is required for all vehicles to park on college property. Students choosing not to park on college property do not have to purchase a permit. Refer to individuals’ campus listings for times and places to obtain a parking permit. Valid vehicle registration must be presented at the time of application for a permit. For additional information on parking, visit see Public Safety Section of the Student Handbook.

As part of the Union College experience, we offer our students two free shuttle services. One from the Elizabeth campus to the Cranford and Plainfield campuses. The second will be from the Cranford Campus to the Cranford train station. Students who use the shuttle service must present a valid Union College ID. Route schedules are available online or you can obtain a paper copy at the Public Safety office.

BOOKSTORES

Bookstores are located on the Cranford and Elizabeth campuses. The bookstores carry a full line of required course materials, computers, electronics, reference books, school and course supplies, snacks, Owl’s gear, and more. Online ordering available for shipping or in-store pick up. Financial aid accepted as payment during select dates.

Bookstore Locations and Contact Information

Cranford Bookstore – Campus Center Building, (908)709-7619, www.UCCcranfordshop.com

Elizabeth Bookstore – First Floor of the Kellogg Building, (908) 965-6068, www.UCCelizabethshop.com

For additional information, check the bookstore page at www.ucc.edu/bookstore or call 908-709-7619

COLLEGE LIFE

The Office of College Life offers a wide range of diverse activities on all Union College campuses. These activities include entertainment and leadership programs, educational trips, international cultural festivals, lectures, films, and musical programs.

The Office of College Life is committed to providing a complete range of social, cultural, educational and recreational activities and programs to benefit the student body and, where applicable, the outside community. College Life provides diversified programs on all four campuses: Cranford, Elizabeth, Plainfield and Scotch Plains. Leadership development workshops are an integral part of the student engagement programming. Throughout the year, opportunities for leadership and self-governance are provided for students through participation in college clubs and organizations. The Office of College Life strives to enhance the student experience through extra/co-curricular activities and other social opportunities. Involvement in College Life activities will help develop leaders, enhance peer-to-peer interactions, and expand the knowledge and understanding of the vastly diverse population at Union.

Service Key Point System

Extra-curricular programs are supported under the general administration of the Office of College Life. Participation in activities listed under clubs/organization is a vital part of student engagement. Under the supervision of College Life, points are awarded for participation in these activities toward the earning of the College Service Key. The College Service Key is awarded to graduates who have accumulated the point requirements in the following manner:

- A person must have a total of 10 points to obtain a key.
- No more than five points may be accumulated in one organization in any one year.
- Officers receive one-half (1/2) point per semester.
- Attendance of 80% of meetings receive one-half (1/2) point per semester.
- Committee members who function the whole term receive one-half (1/2) point per semester.
- Service rendered by non-members of an organization in running a particular activity receive one-half (1/2) point per semester.
- Out of town meetings receive one-half (1/2) point per semester.
- Intercollegiate sports with 80% attendance receive one (1) point per sport.
- Club members receive one-half (1/2) point per semester.

Procedure for Establishing Student Clubs/Organizations

A student club/organization becomes recognized at Union College after being approved by the Office of College Life. A group of students (minimum ten) seeking to form a club/organization at Union College shall submit a petition to College Life expressing their intention.

Event Supervisors

At least one event supervisor must be present at activities. They must be a member of the faculty or administration. The Office of College Life must be notified of the name of the event supervisor in advance of the event. The Office of College Life will set time limitations and work in conjunction with sponsoring groups concerning time limitations on the use of facilities.

The National Society of Leadership and Success

The National Society of Leadership and Success (NSLS) is the nation's largest accredited leadership honor society. Candidacy is a nationally recognized achievement of honorable distinction. The NSLS provides a step-by-step program for members to build their leadership skills through participation at events/meetings. The

NSLS helps students discover and achieve their goals and provides real-world experiences that help ensure our members have the best opportunity to achieve success in their future. Upon completion of the program, members receive their leadership certificate and can list their affiliation on all statements of personal accomplishment, including their resume. More benefits of the program include access to scholarships and awards, exclusive on-campus events, and employer recruitment through an online job bank.

ATHLETICS

The College offers nearly 20 DI, DII, and DIII athletic programs. These programs include multiple representatives at National Championships in many of our programs including Golf, Men's Volleyball, Wrestling and Track and Field and the 2009 National Champions Men's soccer team. Our E-Sports programs is the current National Champion for Overwatch 2 and Mario Kart.

In addition to the success in competition, the athletic programs currently have over fifty athletes transferring to four-year programs on both academic and athletic scholarships.

Our facilities include a full recreation center, fitness center, and Student Athlete Success Center. The Student Athlete Success Center provides additional resources to aid students with advising, tutoring, and transfer services. The Owls Athletic Program promotes a sense of community and a mission-first approach to the classroom and competition.

We encourage our students to value the experience and enjoy the opportunity to represent the College on our campuses, in competition, and throughout our communities.

INTRAMURAL ATHLETICS

Various intramural contests are held each year on, and off campus based on student interest. Please see the Athletic Office for upcoming events.

INTERCOLLEGIATE ATHLETICS

Union College of Union County, New Jersey is a member of the National Junior College Athletic Association and competes in the Garden State Athletic Conference and Region XIX. Participation is based on academic standing and athletic ability. The College offers a variety of intercollegiate sports. The Fall includes Men's/Women's Volleyball, Men's/Women's Soccer and Men's/Women's Cross Country. The Winter includes Men's/Women's Basketball and Wrestling. The Spring includes Golf, Men's Lacrosse, Men's/Women's Track and Field, and Baseball.

The College's intercollegiate athletic colors are red, white and black. The College mascot is the Owl. Admission for home contests is free. The Athletic Department is responsible for Intercollegiate Athletics. The Department is located in the Campus Center Building on the Cranford Campus.

Eligibility

For an entering freshman to be eligible for intercollegiate athletics, they must:

- Have graduated from a secondary school or hold an equivalency certificate.
- Provide High School and College Transcripts if needed
- Carry at least 15 credit hours
- Attend any College Campus
- Provide a physical from their personal doctor

For a student who has attended the College one or more semesters or is a transfer student who is interested in eligibility for

intercollegiate athletic, they:

- Must have above a 2.0 G.P.A. along with others academic requirements.

For additional questions concerning intercollegiate athletic eligibility please contact the Athletic Office at athletics@ucc.edu.

The physical examination should include a brief medical history, blood pressure, pulse, height, weight, and examination by a consulting physician. Union College provides a comprehensive athletic program which includes academic, personal, career and transfer advisement. Student-athletes are monitored closely to ensure academic progress.

Fitness Center

The Fitness Center is located on the second floor of the Campus Center on the Cranford Campus. The Center included cardiovascular machines, circuit training equipment, free weights, an aerobics studio, and locker rooms. Students may use the Fitness Center after presenting a current

College photo I.D. and a current class schedule. For additional information and hours, please visit www.ucc.edu/go/fitnesscenter

Students on the Elizabeth Campus can utilize the YMCA on Madison Avenue, Elizabeth. They must bring a copy of their student schedule and their student ID.

Gymnasium

The gym is located on the first floor of the Campus Center. The following regulations apply to the use of the gym:

- Must present a current College photo I.D. and a current photo I.D. and a current class schedule to access the facility during allotted times.
- Smoking, food, or beverages are not permitted in the gym.
- Sneakers must be worn while taking part in physical activities.
- Equipment will be issued upon presentation of a current Student I.D. only.
- Violations will result in disciplinary action.

Alumni Affairs

The Union College Alumni Association sponsors social and educational events. The purpose of this nonprofit organization is to "advance the mission of Union College by maintaining a continuing relationship between the College and the community."

Students, graduated, and former students are encouraged to contact the Alumni Affairs Office located in the Foundation Office on the Cranford Campus to become involved in Alumni events at <https://www.ucc.edu/alumni/> or email foundation@ucc.edu.

STUDENT CODE OF CONDUCT

Union College of Union County, New Jersey is public comprehensive Community College and the oldest two-year college in New Jersey. The conduct of any student or student organization that occurs on college premises, athletic events, in online courses, online activities, and through the use of e-mail or at any college-sponsored activity is subject to the Student Code of Conduct. The College reserves the right to impose discipline based on any conduct, regardless of location, that may adversely affect the College community and its programs or pose a serious and substantial danger to others.

Each student is responsible and accountable for their conduct. The

Student Code of Conduct shall apply to a student's conduct even if the student withdraws from school or takes a leave of absence while a disciplinary matter or investigation is pending. Definitions from this Student Code of Conduct are incorporated into the College Non-Discrimination and Anti-Harassment Policy, which prohibits discrimination, discriminatory harassment, sexual harassment, and sexual misconduct. The College has sole discretion to determine what conduct occurring off campus adversely impacts the College community and/or the pursuit of college objectives.

Students are responsible for knowing and following the Code of Conduct. Union College of Union County, New Jersey reserves the right to update this code as it solely deems necessary. Changes will be posted online, and student can find updated policies at <https://www.ucc.edu/campus-life/student-handbook/>

College Regulations

The College shall define its own regulations as clearly as possible and publish them in a form that is accessible to students. It is the responsibility of the student to be familiar with college regulations. The jurisdiction of college judicial officials and the disciplinary procedures, including the students' right to appeal of decision, shall be clearly formulated and communicated in advance.

An individual accused of a breach of college regulations shall be informed of their rights by a College official. No form of harassment shall be used by institutional representatives to coerce admissions of guilt or information about conduct of other suspected persons.

Except under emergency circumstances, the personal possessions of students shall not be searched unless appropriate authorization has been obtained. The student shall be present, if possible, during the search. For premises not controlled by the institution, the ordinary requirements for lawful search shall be followed.

The College has the responsibility for establishing adequate judicial procedures for students accused of infractions. The accused has the right to challenge the impartiality of the judicial agent. The judicial process shall be such that students have the right to appeal disciplinary and academic-integrity actions deemed unwarranted.

A student accused of violating College regulations has the right to seek the aid of any member of the College community to advise them of the process as well as their rights and responsibilities. Sanctions shall be fairly and impartially applied and not in violation of the student's rights.

Union College is committed to maintaining environments free from all forms of violence, harassment, exploitation and intimidation. The college is committed to protecting the rights of its students and adheres to all legal mandates under the state and federal law. For a comprehensive statement, see the Union College Non-Discrimination and Anti-Harassment Policy.

Standards of College Behavior

The College expects students, staff, faculty, visitors, guests and business partners to conduct themselves with civility, ethical behavior and respect for the rights and welfare of students, staff, faculty and partners. These are expectations of personal responsibility that are necessary for the College to fulfill its higher education mission. These expectations are stated in the form of required behavior that protects the rights of individuals and the rights of groups within the mission, goals and objectives of the College. The enrollment of a student at the College is a voluntary entrance into the academic community and with such entrance the student voluntarily assumes obligations of performance and behavior imposed by the College relevant to its lawful missions,

processes and functions. These obligations may be much higher than those imposed on all citizens by civil and criminal law.

The following principles are part of the collective expectation of students who choose to attend the College.

Civility – Members of a college community shall interact with others in a courteous manner.

Ethical Behavior – Everyone in the College community has an obligation to aspire to a set of principles and values that demonstrate a commitment to fairness, honesty, integrity, empathy and achievement.

Morality – Members of a college community commit to the ideals of appropriate conduct. This lifestyle seeks to harm no one and promotes mutual respect.

Respect – Members of a college community should hold one another in high regard. When the conduct of any member of the College community falls outside the bounds of appropriate behavior, that member can expect the community to hold them responsible.

Restorative Justice

Wherever possible, conduct officers will embrace and apply the “restorative justice” philosophy by asking individuals to become accountable for their actions. According to Warters, Sebok, and Goldblum (2000). “Restorative justice represents a philosophy and a process that acknowledge that when a person does harm, it affects the person(s) they hurt, the community and themselves. When using restorative justice measures, an attempt is made to repair the harm caused by one person to another and the community so that order is restored for everyone” (p1). Thus, effective resolutions must involve all the persons who contributed to the conflict(s) and who are ultimately accountable for the outcomes of the resolution. The goal of the conduct process is to provide positive, productive responses to offenses or violations, ultimately meeting the unique needs of the student population.

Tenets of the College Disciplinary Process

- To regard each student as an individual, who deserves personal attention, consideration, and respect.
- To consider the facts fully and carefully in the resolution of all cases.
- To speak candidly and honestly to each student.
- To hold each student to a high standard of behavior, both to protect the campus community and to promote student development; and
- To contribute to the educational mission of the college by designing policies, conducting programs, and offering instruction that contribute to the intellectual and development of the entire student body.

SECTION I: DEFINITIONS

The term “Advisor” means any person, chosen by a student to assist them throughout the disciplinary processes. The advisor shall not speak on behalf of the student.

The term “Alleged Victim” refers to a member of Union College’s community who alleges that they have suffered personal harm or injury because of an alleged violation of the Code of Conduct.

The term “Appeal” refers to a process by which a student has requested to appeal the outcome of a student discipline conference.

The term “Bullying” means aggressive behavior or intentional

harm-doing which is carried out repeatedly and over time in an interpersonal relationship characterized by an imbalance of power.

The term “Business Day” means a day that the College is open for business even if no classes are scheduled. (Excluding Saturday and Sundays)

The term “College” means Union College and all its campuses, sites, divisions, and programs.

The term “College premises” means all buildings and grounds owned, leased, operated, controlled and/or supervised by the College.

The term “College sponsored activity” means any activity on or off college premises that is specifically initiated or supervised by the college.

The term “Complainant” means any member of the college community who submits a formal, written incident report to the Office of the Dean of Students.

The term “Cyberbullying” means willful and repeated harm inflicted using computers, cell phones, and other electronic devices.

The term “Disciplinary File” means a disciplinary file is created in the name of each student or student organization alleged to have violated the Code of Conduct and follows the student or organization through an informal resolution or formal hearing.

The term “Disciplinary Records” means a student is considered to have a disciplinary record when any of the following occurs; the Hearing Board of Dean of Students finds the student responsible for violating one or more of the policies set forth in Section III of the Code of Conduct or an appeal filed by the student results in an affirmation of the Hearing Board’s or Dean of Students’ decision.

The term “Distribution” means sale and/or exchange.

The term “Drug paraphernalia” means all equipment, cigar products, and materials of any kind used to facilitate planting, propagating, cultivating, growing, manufacturing, converting, processing, preparing, packaging, storing, and concealing, or used to facilitate injecting, ingesting, inhaling, or otherwise introducing a controlled substance into the body.

The term “Harassment” means conduct (physical, verbal, graphic, written, or electronic) that is sufficiently severe, pervasive or persistent to threaten an individual or limit the ability of an individual to work, study or participate in the activities of the college.

The term “No Contact Order” means the individuals involved are not to have contact with each other in any way, whether it be “in-person”, via email, telephone, text messaging, social media or third parties acting on their behalf. If a student with a no contact order needs to get in contact with a staff or faculty member, all communications will happen through the Assistant Dean of Students.

The term “Policy” means the written regulations of Union College as found in, the College’s Code of Conduct, Athletic Handbook, College’s Website, computer use policy and the college’s catalog among others.

The term “Possession” means the exercise of actual or constructive dominion over a thing by one or more persons.

The term “Respondent” means a student implicated as violating the College’s Code of Conduct in a formally submitted incident report (accused)

The term "Sanction" means penalty for a violation of the Code of Conduct.

The term "Student" means a person currently enrolled in credit or non-credit course at the College, whether on or off campus.

Bullying, Harassment, and/or Intimidation Policy Statement

The College prohibits acts of harassment, intimidation, or bullying of students as well as reprisal or retaliation for reporting such violations. This policy applies to all College operations including acts on College property, at College sponsored functions, on College-sponsored transportation, through College-sponsored organizations, through College-sponsored communications, through College sponsored media, and related educational activities. Union College is committed to the education of a diverse community and adheres to the values of mutual respect and tolerance. A safe civil environment is necessary for students to learn and achieve high educational standards.

We are dedicated to academic freedom and free speech, but are also committed to prohibiting bullying, intimidation, harassment, cyber bullying, or any other form of aggressive conduct toward a student by another student, a staff or faculty member, or person doing business with the College. This policy also prohibits these behaviors by a student toward a staff member, a faculty member, or any person doing business with the College.

The College may impose consequences for acts of harassment, intimidation, or bullying that occur off College grounds, such as cyber-bullying (e.g., the use of electronic or wireless devices to harass, intimidate, or bully) when those acts substantially disrupt or interfere with the orderly operation of the College or the rights of other students. All acts of harassment, intimidation, or bullying that include the use of College property (e.g., College computers, other electronic or wireless communication devices) apply to this policy, whether the subject or recipient of the bullying is on or off school property.

Harassment is conduct that whether physical, verbal, graphic, written or electronic, that threatens the ability of the individuals to participate in the College community. Bullying, Harassment, and/or intimidation can be any gesture, written, verbal or physical act, or any electronic communication, whether a single incident or a series of incidents, that is reasonably perceived as being motivated by any actual or perceived characteristic listed in the College's non-discrimination and anti-harassment policy, which substantially disrupts or interferes with the orderly operation of the institution or the rights of other students and that:

A reasonable person should know, under the circumstances, whether an action would have the effect of physically or emotionally harming a student, damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property.

Has the effect of insulting or demeaning any student or group of students; or creates a hostile educational environment for the student by interfering with a student's education by severely or pervasively causing physical or emotional harm to the student.

Hazing

The College defines hazing as "any action taken, created or situated which intentionally or recklessly subjects any person to the risk of bodily harm, mental or physical discomfort, embarrassment, harassment, or ridicule; or causing or encouraging any person to commit an act that would be a violation of law or College regulations; for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a student group or organization."

The organization or any individual involved in hazing commits a violation of College policy by:

Engaging in hazing

Soliciting, encouraging, aiding, or directing another engaged in hazing intentionally or knowingly permitting hazing to occur; or

Having first-hand knowledge that a specific hazing incident has occurred and failing to report said knowledge in writing to the Director of Public Safety.

SECTION II: STUDENT RIGHTS/RESPONSIBILITIES

The College's goal is to provide a quality education experience for all students. The rights and responsibilities afforded to students on any campus and Continuing Education program include but are not limited to:

Rights

- The right to have access to and participate in the academic and non-academic opportunities afforded by the College;
- The right to exercise their freedom of thought and expression;
- The right to be free from discrimination, as stated in the College Non-Discrimination and Anti-Harassment Policy;
- The right to a fair process in the determination of accountability for conduct according to the Student Code of Conduct;
- The right to submit informal and formal concerns to the appropriate College official. To obtain information as to who could best address the concerns, students should review the Student Complaints Policy in this handbook.

Responsibilities

- The responsibility to exercise the above-mentioned rights and freedom in a manner that will not violate College rules and regulations or infringe on the rights of other students, faculty and staff;
- The responsibility to comply with all provisions of the Student Code of Conduct.
- The responsibility to treat all members of the College community with civility, respect, and courtesy;
- The responsibility to contribute to the overall welfare and common good of all students, faculty and staff at Union College;
- The responsibility to obtain any carry and official College ID.

SECTION III: PROHIBITED CONDUCT

1. Failure to comply: Failing to comply with a directive from a College official who is acting in performance of their duties is prohibited. This includes, but is not limited, failure to comply with conduct sanctions or previous informal warnings.
2. Disruption or obstruction: Students have the right to freedom of speech, including the right to dissent or protest, but this expression may not disrupt or interfere with the rights of others. Prohibited behavior includes disruption or obstruction of teaching, research, administration, disciplinary proceedings, other College activities, including its public service functions on or off campus, or other authorized

non-College activities when the conduct occurs on College premises or is directed toward community members by any means including use of telephone, computer, social media, or some other medium.

3. 3. Academic Dishonesty: The College prohibits academic dishonesty, whether intentional or unintentional. For more detailed information see section entitled "Academic Integrity" in this handbook.
4. Bullying, Harassment, Stalking, and Intimidation: These behaviors as well as reprisals or retaliation for reporting such violations are prohibited. See section entitled "Bullying, Harassment and Intimidation Policy Statement" for more detailed information.
5. Hazing: Hazing is prohibited in any form by the College, consistent with the New Jersey anti-hazing statute. For more detailed information see section entitled "Hazing."
6. Unauthorized entry: The unauthorized entry, use or occupancy of any College facilities is prohibited. This includes, but is not limited to, remaining in any College building without authorization after closing hours or a student being on campus after a suspension or other ruling barring access to campus.
7. Theft, misappropriation, possession or sale of stolen property: Violations of this policy include:
8. Taking the personal property of another person or the College without consent in order to convert it to your own.
9. Taking the personal property of another person or the College without consent but with no intent to convert the property to one's personal use. This includes the unauthorized moving or relocation of the College's furniture, computers, televisions or other College owned property to another area.
10. Possessing, selling, or attempting to sell the personal property of another or of the College.
11. Vandalism: Vandalism includes the destruction, damage, or defacement of College property or the property of another.
12. Gambling: Gambling on College owned or controlled property or at a College sponsored or supervised activity is prohibited.
13. Disorderly Behavior: Violations of this policy include:
14. Conduct that is offensive, causes annoyance or interferes with the rights of other members of the College community. This includes creating excessive noise, unauthorized recreational activities and throwing objects including food.
15. Lewd, indecent, or obscene conduct including the distribution of printed or electronic materials that are defamatory, insulting, sexually explicit, or that encourage violating the law or College regulations.
16. Possession of firearms or any other weapons: The possession or use of any weapons, fireworks, explosives, or items that resemble weapons is strictly prohibited on College property or at College sponsored events.
17. Incitement: Inciting or participating in a riot on College property or at College sponsored activities is prohibited.
18. Improper Use of Technology: The unauthorized use of College technology including but not limited to computers, networks and wireless internet to access materials or disrupt the learning environment or administrative function of the College. Additionally, any violation of the College's Acceptable Use Policy is considered a violation of the code.
19. Alcohol/Drug Policy: Possession, use or distribution of alcohol, drugs, paraphernalia and/or other illegal substances as defined by New Jersey State or federal law is prohibited.

This includes being visibly intoxicated or under the influence while on College property or at a College sponsored event.

20. Violation of Policies: Any violation of policies, regulations, or rules governing College owned or operated property, facilities or leased vehicles. This included violation of any fire safety protocol or health safety regulation that could be imposed.

Acts of dishonesty:

Knowingly furnishing false information to any person, including College officials, faculty members, or administrators. This included but is not limited to providing falsified or forged documents such as transcripts, medical notes, immunization records, or financial instruments.

Forgery, alteration, destruction, misuse or attempted misuse of any College related document or record, instrument of identification or College property. This includes those issued by the College and/ or other state or federal agencies.

- c. Fraudulently obtaining or misrepresenting information to fraudulently obtain goods or services.

Aiding Prohibited Conduct: Aiding, assisting, conspiring, or attempting to aid another student or student organization in committing a violation of the Code of Conduct is prohibited.

Abuse of others: The abuse of others causes a disruption to the safety and security of the College community. This includes, but is not limited to:

Physical abuse which includes unwelcome physical contact that occurs between two or more people. This includes but is not limited to punching, pushing, shoving and/or other physical conduct that threatens, endangers, harms, or undermines the health, safety, or welfare of another.

- b. Threats to the safety of another person and/or the community that are direct or indirect.

Guest Policy: Union College students are responsible for the actions of their guest(s) while on College property or at any College sponsored event. If a guest is found to be in violation of the Student Code of Conduct, charges may be brought against the student.

Smoking: All Union College property is smoke-free. Any violation of the Smoke Free Policy is prohibited.

Academic Dishonesty, Plagiarism, Cheating

The above violations of the Student Code of Conduct are not exclusive of the acts or conduct which may result in disciplinary sanctions, which may include warning, removal, restitution, probation, educational assignment, community service, interim suspension, suspension, or expulsion.

Reprisal/Retaliation

Reprisal or retaliation is prohibited against anyone who reports a violation of any nature. The Student Disciplinary process will apply. Possible sanctions may include warning, suspension and or expulsion from the College. Intervention, and referral services may be provided.

SECTION IV: SANCTIONS

Sanctions are imposed on students to educate, deter future misconduct, and attempt to ensure the student's success at the College. Once a student is found responsible for violating the Student Code of Conduct, the following sanctions may be imposed:

SANCTION	DESCRIPTION
Warning	A written reprimand (censure) which becomes a part of the student's discipline file and includes the possibility of more severe disciplinary sanctions in the event of the finding of subsequent violation of a College regulation.
Removal	Removal from a class or program.
Restitution	Reimbursement for damage or misappropriation of College property, the property of a member of the College community, or of a visitor to the College campuses. Reimbursement may take the form of appropriate service to repair or otherwise compensate for damages.
Restriction of Privileges	The student receiving this sanction will be notified in writing as to which privileges have been restricted. This notification will include the time period for which the student has lost the privileges and must abstain for using it. Some of the privileges that could be lost include but aren't limited to use of open gym, attendance at college sponsored events, socializing in the commons, use of the fitness center, etc.
Community Service	Service to the college community for a specified number of hours until the date of completion; failure to complete all or part of a service project in a satisfactory manner by the completion date may automatically result in a fine being imposed by the hearing body that assigned the project. Such action does not preclude additional disciplinary sanctions being imposed subsequent to a hearing to determine the reasons for failure to comply.
Educational Assignments	Education assignments are specific to an individual case and are determined based on relevance to the violation behavior. Examples of educational assignments include but are not limited to: awareness programs, research papers, and workshop attendance.
Probation	The student is permitted to remain enrolled only upon the condition that they comply with all rules or regulations or with other standards of conduct which the student is directed to observe for the duration of the period of the probation and which may include loss of student privileges. Violation of this sanction may result in a more severe disciplinary sanction.
Interim Suspension	An Interim Suspension is an immediate suspension from Union College, pending disciplinary proceedings without an informal resolution or proceedings. This may include but is not limited to barring a student from the College or any part of the College including all campuses and College sponsored events. A student will receive written notice of an Interim Suspension imposed prior to a procedural process or appeal when necessary to ensure the safety and well-being of the members of the College. That notice will include a concise summary of the facts, including date, time and place of the event, and a citation from the Student Code of Conduct on which the Interim Suspension is based. If a student is suspended for violating the Student Code of Conduct, they are not entitled to receive a refund for their courses. This action is recommended by the Dean of Students or designee and may be appealed to the Vice President of Student Development within five (5) college business days. Violations of this sanction may result in a more severe disciplinary sanction.
Suspension	The student is denied the right of attendance at the College. The student is not allowed on any of the College properties until the suspension is lifted. Suspension from the College may be for a minimum of one semester not to include current semester or summer sessions. If a student is suspended for violating the Student Code of Conduct, they are not entitled to receive a refund for their courses. A student may appeal this decision within five (5) college business days. Violation of this sanction may result in a more severe disciplinary sanction. In order to return to the College after serving a suspension, students must meet with the Dean of Students Office to determine if the terms and conditions of the suspension were met, and the student is eligible to re-enter the community.
Expulsion	This is the most severe sanction that can be imposed on a student for violating the Student Code of Conduct. This action results in the permanent dismissal of the student from the College, its programs, and facilities. This includes a permanent withdrawal of a student's privilege to register for and attend classes or use College facilities. If a student is expelled from the College for violating the Student Code of Conduct, they are not entitled to receive a refund for their courses. Students are also not eligible to apply for re-admission at the college. Students expelled from the college are required to return, their Student ID, Parking Decal, and any other college owned property (i.e., borrowed laptops, library books, uniforms). If an expelled student returns to campus without permission, the student may be subject to criminal charges, including but not limited to trespassing. Expulsions are recorded on a student's permanent record. A student may appeal this decision within five (5) college business days.
Additional Sanctions	Additional sanctions not specifically listed above may be imposed for violations of the Student Code of Conduct. Such sanctions may include but aren't limited to: medical evaluation, letters of apology/ acknowledgement or No Contact Orders.

SECTION V: PROCEDURAL STANDARDS

Any Union College student shall have the right to a formal hearing, a disciplinary conference or an informal resolution investigation by the Office of the Dean of Students or a Hearing Board. A student charged with an offense by a member of the College community shall receive a Notice of Charges. The Office of the Dean of Students ensures the fair and impartial treatment of all students regardless of race, creed, color, gender, sexual orientation, religion, disability, veteran status, or ethnicity. A standard of "more likely than not" (preponderance of evidence) is applied in the disciplinary decision-making.

A. Reporting an Incident

1. Any member of the College community may report to the Office of the Dean of Students a student who is suspected of violating the Code of Conduct.
2. The complainant(s) must file an Incident Report with the Office of Public Safety and/or submit a written complaint to the Office of the Dean of Students or designee.

B. Procedural Process

1. The individual initiating the complaint will be expected to serve as the complainant and present relevant facts that confirm the alleged action to the Office of the Dean of Students.
2. After a review of the charges and written statements, the Dean of Students or designee will decide, whether the case warrants proceeding to a formal hearing, disciplinary conference or an informal resolution.

a. Investigations

1. If an investigation is warranted, the Dean of Students or designee will notify the Respondent via the student's official College e-mail account of the basis for the alleged violations.
2. The Dean of Students or designee will meet with all parties involved and will manage investigations.
3. Pending the schedule of the Dean of Students or designee, an investigation will be scheduled in a timely manner.
4. During exam week, winter/ spring recess, or other busy times during the academic year, the conduct process may take longer.
5. The Dean of Students or designee will interview all parties involved. The interviews may be conducted separately.
6. Should the complainant(s) and/or the respondent(s) receive proper notification of an interview during the investigation process and fail to appear and/or fail to appear on time without contacting the Dean of Students or designee and providing just reason, the officer will decide in the student(s) absence.
7. The complainant(s) and the respondent(s) shall be given an opportunity to testify and, if feasible, meet with one another to discuss the charges in the presence of the Dean of Students or designee.
8. All investigations are closed proceedings with attendance limited to the respondent(s), the complainant(s) and whatever advisor each party may choose. For clarification purposes, the Dean of Students or designee may request to consult with additional witnesses or request.

9. Deviations from these procedures must be approved in advance by the Office of the Dean of Students.

b. Formal Hearings

A formal hearing is only conducted when there is inconclusive evidence and where cases might result in the suspension or expulsion of a student from the College. A hearing is conducted by the Hearing Board in which the complainant(s) and the respondent(s) can provide testimonies, present witnesses, and submit information on behalf of their case. The Hearing Board will listen to the case and render a decision. If a complaint is forwarded to the Hearing Board for adjudication, the following procedures will be in effect:

1. The Hearing Board conducts a formal hearing. The Hearing Board shall consist of faculty, staff and students with a hearing chair overseeing the proceedings. The composition for each hearing shall include 3-5 board members.
2. Hearings will be scheduled in a timely manner.
3. During exam week, winter/spring recess, or other busy times during the academic year, the hearing process may take longer.
4. Members of the Hearing Board, who assume bias for or against either party in a particular case, may not serve on the Hearing Board. If necessary, a replacement/alternate shall be assigned by the Dean of Students or designee.
5. The complainant(s) and the respondent(s) must present information that confirms the facts as they see them. Decisions made by the Hearing Board will be based in part by the information introduced at the hearing. The standard of "more likely than not" (preponderance of evidence) shall be the standard for disciplinary decision-making.
6. Should the complainant(s) and/or the respondent receive proper notification of a hearing and fail to appear or fail to appear on time without contacting the Office of the Dean of Students and providing just reason, the hearing may proceed and action may be taken based on the information received at that time.
7. The complainant(s) and the respondent(s) shall be given an opportunity to testify and to present witnesses who will be permitted to give testimony relevant to the case in accordance with the conditions.
8. Within five (5) college business days, the Office of the Dean of Students will notify the respondent(s) and the complainant(s) of the results of the hearing. Additionally, both parties shall receive information regarding the specific sanctions and the right of appeal.
9. All formal hearings are closed proceedings with attendance limited to individuals directly connected with the case.
10. Both the complainant and the respondent have the right to be assisted by an advisor of their choice. An advisor's sole purpose will be to advise the complainant(s) or the respondent(s) before and after the hearing. Advisors can't question witnesses and/or otherwise participate in the hearing.
11. The assigned recording secretary will document the proceedings and prepare the minutes of the hearing.
12. Deviations from these procedures must be

approved in advance by the Office of the Dean of Students.

13. A Hearing Board's decision may be appealed to the Dean of Students.

c. Disciplinary Conference

In situations where more than an informal resolution is warranted but the case does not involve the potential for suspension or expulsion, the student will be scheduled for a disciplinary conference. If a disciplinary conference is warranted, the Dean of Students or designee will meet with the respondent, the student will have the opportunity to respond to the charges and the Dean of Students or designee will make a determination of responsibility. The student will be informed of the potential sanctions if found responsible. The Dean of Students or designee may also determine the following:

1. Whether in light of information provided during the conference, the matter might be able to be resolved through an agreement between the complainant and the respondent or alternative dispute resolution.
2. Make a determination of responsible or not responsible and communicate their decision to the respondent within five (5) college business days after the Disciplinary Conference. Determinations may extend past five (5) days in situations where the conduct officer has to gather additional information or interview witnesses.
3. Any determination of responsible may be appealed to the Vice President for Student Development or Dean of Students.

d. Informal Resolution

If an incident does not warrant a formal hearing or disciplinary conference it will be addressed by informal resolution through the Office of the Dean of Students or referred to the appropriate office for resolution.

RIGHTS OF THE RESPONDENT	RIGHTS OF THE COMPLAINANT
Right to have an advisor present	Right to have an advisor present
Right to present information on one's behalf	Right to present information on one's behalf
Right to request an investigation or a formal hearing	Right to request an investigation or a formal hearing
Right to be given a reasonable time to prepare prior to the hearing	Right to be given a reasonable time to prepare prior to the hearing
Right to remain silent or not respond to charges	
Right to request a delay of hearing due to extenuating circumstances	Right to request a delay of hearing due to extenuating circumstances
Right to appeal an adverse decision	Right to appeal an adverse decision

Appeals

Students may appeal decisions made by via a formal hearing or disciplinary conference in accordance with the following provisions:

1. Students are entitled to no more than one appeal review per case.

2. Students must submit an appeal request that includes the basis for the appeal along with any supporting documents within five (5) college business days of the notice of the sanction(s) from the original hearing.
3. Appeals must be in writing via the designated form and must state specific grounds for the appeal. Grounds for an appeal are limited to the following:
 - a. The sanction(s) imposed are significantly disproportionate to the offense.
 - b. Specified procedural errors or errors in interpretation of college regulations were so substantial as effectively to deny the student a fair hearing.
 - c. New and significant information became available and could not have been discovered by a properly diligent student before or during the original hearing.
 - d. The finding is unsupported by any information that was presented.
4. Based on the appellant, either the Dean of Students or the Vice President for Student Development will review all documentation associated with the case and make a determination. Determination options include the following:
 - a. Affirm the finding and sanction originally determined.
 - b. Affirm the finding and modify the sanction if it is found to be clearly significantly disproportionate to the violation.
 - c. Remand the case for a new hearing in cases where the appeal demonstrates an issue that was so substantial it effectively denied the student a fair disciplinary process.
5. Based on the appellant, decisions of the appeal will be delivered to the Respondent via the students' official College e-mail address. An appeal determination will be issued within 10 college business days from the day the appeal was submitted, unless further time is needed to examine documentation for the appeal.
6. If a case is remanded, the Office of the Dean of Students will notify all appropriate parties, in writing, of the new hearing date.

ACADEMIC INTEGRITY POLICY

Academic dishonesty is defined here as cheating or plagiarizing by any means during a test or examination, in any work intended to be done independently (such as term papers, reports, essays, take-home examinations or online assignments, picture/photography, plastic sculpture, etc.) and submitted as work. Permitting another to copy for a test or paper also constitutes academic dishonesty. A more in-depth explanation of proper citation can be found in the MLA Style Manual, the APA Style Manual, the Chicago Manual of Style, and Kate Turabian's, A Manual for Writers of Term Papers, Theses, and Dissertations. Additional citation guides can be found at each of the Union College libraries. Librarians will assist students in locating appropriate citation resources, enabling students to refer to information in an ethical manner as outlined in the Information Literacy Competency Standards for Higher Education from the Association of College & Research Libraries (ACRL).

Cheating/Plagiarism

There is the expectation that students will present as their own work only that which they have done themselves. The College does not tolerate academic dishonesty, including plagiarizing (the act of representing someone else's ideas as your own) and cheating by any means during a test, an examination or in any work intended to be done independently. The term "cheating" includes, but is not limited to the following:

- Copying from another person's test, electronic device or paper.
- Permitting another to copy from a test or paper.
- Using crib notes or any instrument not authorized by the instructor.
- Concealing notes on parts of the body, desk, or other object.
- Unauthorized use of cell phones or texting during examinations.
- Claiming authorship of work that is not your own.
- Purchasing or selling quizzes, exams or term papers for the purpose of academic evaluation.
- Permitting another to:
 - a. Take an examination in your place.
 - b. Complete take-home examinations or other assignments.
 - c. Complete work for the purpose of academic evaluation in on-line courses.

The term "plagiarism" includes but is not limited to the following:

- Representing someone else's ideas as your own without crediting your source.
- Submitting assignments that do not include proper acknowledgment of the original source. Quoted material must be put in quotation marks and credited to the original source.
- Paraphrasing another's work without proper attribution.
- Submitting deliberately misleading attributions or acknowledgments.
- Submitting a purchased term paper, or another person's work as one's own.
- Failing to properly document information obtained on the World Wide Web or other Internet sources.

Faculty Procedure

In the event that a student is suspected of cheating or plagiarizing, the faculty member shall advise the student of the charge, in writing, within five business days after the alleged event has been detected. Written notice shall include documentation of the incident, imposed sanctions within the authority of the faculty and the process for appeals. The student shall be informed of the action that will be taken. The faculty member may choose to do any of the following:

• Faculty Action

The sanction may include one of the following: asking that the work be redone; lowering the grade on the assignment regardless of its quality; counting the plagiarized work as zero; lowering the final earned course grade by one complete grade; or failing the student in the course. A student may appeal the grade sanctions imposed by the faculty member by notifying the Division Dean in writing within three business days of the date the student received the written notification of the sanction. A grade sanction may only be changed by the Division Dean.

• Student Disciplinary Process Referral

A faculty member may submit a formal complaint to be filed for further action to the Office of the Dean of Students. It will be up to the discretion of the Dean of Students to determine whether additional sanctions apply. The faculty must submit in writing a complaint against a student within five business days after the alleged allegation has been documented. The Office of the Dean of Students shall notify the student in writing of the charges, within five business days, that a complaint of (academic dishonesty)

violation of Student Code of Conduct is pending. The Dean of Students shall hold a student disciplinary conference if warranted, and make a decision based on the preponderance of the evidence. Students who wish to appeal the outcome of a discipline conference should follow the Appeals Process outlined in this handbook section.

STUDENT APPEALS AND COMPLAINT POLICIES

Special Appeals

A special appeal is a written appeal for a financial refund submitted by the student when, under certain circumstances, they register for a class, and extenuating circumstances prevent the student from attending class. An appeal must be submitted with all necessary documentation supporting the student's statement. A special appeal is not a grade appeal nor a Satisfactory Academic Progress (SAP) appeal. The special appeal form can be found in www.ucc.edu in download documents and/or Owl's Nest under the Dean of Students page.

Process for Submitting Special Appeals

Make sure you are within the deadline for submitting an appeal. Appeals will not be reviewed if submitted after the deadline.

Winter and Spring - appeals must be submitted by November 1st of that calendar year.

Summer - appeals must be submitted by November 1st of that calendar year.

Fall - appeals must be submitted by November 1st of the following calendar year.

Knowledge of College policies and procedures are the responsibility of the student. Therefore, appeals submitted on the basis of lack of knowledge of College policies and procedures will not be considered.

Appeals must be submitted on the Special Appeal Form, signed by the student, and dated with supporting documentation that substantiates claims made in the appeal.

STUDENT GRADE APPEALS

Students who wish to appeal a final grade they received can go to their Division Dean's office and obtain a Student Grade Appeal Form. There are four steps to the appeal process. All steps must be followed in order. The student is responsible for initiating each step of the appeal process. The first step of the appeal process must begin within the first three weeks of the next 15-week semester. Faculty will pass this original form to the next faculty member, coordinator or Division Dean.

GRIEVANCE POLICY

At Union College, our students shall be afforded fair and respectful treatment in the application of procedures and regulations. Consistent with the mission, the College has instituted various mechanisms to address student complaints. In an instance where there is a perceived violation or misapplication of the regulations in the College catalog, board policies, operating procedures or denial of due process, a student may file a Formal Complaint.

Students with questions about the applicable procedure to follow for a particular complaint should contact the Dean of Students at (908)709-7516 or deanofstudents@ucc.edu.

PROCEDURE

In an instance where there is a perceived violation or misapplication of the regulations in the College catalog, board policies, operating procedures or denial of due process, a student may file a Formal Complaint. Students are encouraged to first seek out an informal resolution, if the student is unsatisfied with the outcome of the informal resolution, they may proceed with a Formal Complaint.

A. Informal Resolution

In the initial phase of a complaint, students need to speak directly with the supervisor or faculty member most concerned with or responsible for the situation that is the cause of the complaint. If this communication does not lead to a resolution, or such a discussion is not deemed appropriate, the student may register a formal written complaint with the Dean of Students Office.

B. Formal Complaint

A Formal Complaint must be submitted in writing to the Dean of Students Office who will refer the matter to the appropriate administrator from which the complaint arises. Formal complaints must be filed within fifteen (15) business days of the event that triggered the complaint and state the nature of the grievance as well as the remedy being sought. Any previous attempts to resolve the issue should also be described. Receipt of the complaint will be acknowledged within three (3) business days. The appropriate College administrator will then review the matter. A final written determination, including any proposed resolution, will be sent to the student within thirty (30) days of the receipt of the complaint. A complete record of any formal complaint, including supporting documentation, will be kept by the relevant College office.

PUBLIC SAFETY

The Annual Security Report is available via the Owl's Nest and in print. These Guides are distributed throughout the College including the Public Safety Offices on each campus.

Threat to Human Life: IF YOU OBSERVE A SERIOUS INJURY OR THREAT TO HUMAN LIFE CALL 911 ON ANY PHONE. If you see something say something!

- The Public Safety Department can be contacted at:
- Cranford Campus (908) 709-7152
- Elizabeth Campus - Lessner Building (908) 965-6070
- Elizabeth Campus - Kellogg Building (908) 659-5159
- Plainfield Campus – Logos Building (908) 412-3595
- Plainfield Campus – Health Science Building (908) 791-4922
- Scotch Plains Campus (908) 222-5964
- Emergency Hot Line (908) 709-0268

The Department of Public Safety has the following responsibilities:

- Provide for the security and safety of all individuals within the College property;
- Safeguard College and personal property from theft, damage, vandalism, or misuse. Prevent or deter crime on campus;
- Preserve peace and resolve conflicts on campus;
- Provide an immediate response to emergencies and to all persons requiring aid on campus;
- Enforce College policies, rules, and procedures; and
- Advance cooperative relationships within the College community and contribute to its public relations program

Illness or injuries due to accidents which occur on campus or during a College-connected activity should be reported immediately to the Department of Public Safety on the campus where they occur. If it is not possible to make an immediate report, one should be made before 48 hours have elapsed.

Annual Security Report – ASR

In compliance with the Student Right to Know and Campus Security Act, crime statistics are reported to the US Department of Education and are available online at ope.ed.gov/security. In compliance with the Federal Campus Sex Crimes Prevention Act and relevant New Jersey Law, information regarding the enrollment of convicted sex offenders is available from the Union College Department of Public Safety. The following crimes which are reported to the Public Safety Office are reported to the local Police and also become a part of the Annual Security Report.

- Homicide, including Murder or Non-Negligent Manslaughter;
- Negligent Manslaughter;
- Sex Offenses – Non-Forcible;
- Sex Offenses – Forcible;
- Robbery;
- Aggravated Assault;
- Burglary;
- Theft;
- Arson;
- Simple Assault;
- Vandalism;
- Drug-Abuse Violations; and
- Weapons Possession

Campus crime statistics will be furnished upon request and are available to all applicants.

Crime statistics may also be obtained via the world-wide web directly from the US Department of Education/Office of Post-Secondary Education at the following website: ope.ed.gov/campussafety/#/

Emergency Notifications

At the start of each semester all currently enrolled students as well as staff and faculty are automatically enrolled in the emergency notification system. To confirm your emergency contact information please navigate to <http://my.ucc.edu/> and select the Rave Emergency Alert System file.

Emergency Evacuation Plan

The College, with the cooperation of local Fire Departments, has developed an Emergency Evacuation Plan. Please become familiar with these procedures. Faculty/staff and students are to cooperate and follow the directions of the Campus Public Safety Officers and rescue personnel.

Know the locations of emergency telephones. These units are self-dialing to the Public Safety Office, wait for the tone and then speak;

Know the location of two exits from your area;

Know the location of fire extinguishers in your area. These units are normally activated by simply pulling out the security pin, and squeezing the handles;

Be aware of persons in your section who would have difficulty during an evacuation;

Be aware of any rooms where an alarm may not be heard as

loudly, including bathrooms and photographic darkrooms;

On Discovering a Fire:

Remove any person from immediate danger;

If you observe fire, smoke or any evidence of fire, activate the fire pull station;

Faculty/staff close all the windows of the room in which you are located. Make certain all persons have left the room;

Particular attention must be given to the evacuation of handicapped persons;

Go to the nearest exit and leave the building;

Stay at least fifty feet from the evacuated building. Allow easy access for Public Safety Personnel and emergency apparatus;

Facilities Department personnel will assist Public Safety Officers to insure that the building has been emptied, windows and doors are closed, and fire doors at corridors are closed and will then leave the building by nearest exit;

Hearing the Alarm:

Students in classrooms and laboratories will be advised by their instructors to evacuate.

Evacuate using the nearest stairs.

Alert all persons in your area.

Time permitting; carry appropriate clothing for outside assembly.

Feel the doorknob before opening any door. If it is hot do not open the door.

If You Are Not Able To Leave:

If you cannot leave a room, seal the cracks around the door with towels or any materials.

Call the Public Safety Office if possible and let them know your location. If unable to make outside contact, open the window a few inches to allow fresh air and hang an object out of the window to alert the Fire Department of your location.

If unable to get out of a room keep low to the floor.

Exiting in an Emergency:

Leave the building using the nearest exit.

When using a stairwell to evacuate, stay to the right, remaining close to the wall to allow the Fire department to get to the fire door.

If an exit is blocked by either fire or smoke, go to another exit.

Once again, please become familiar with this evacuation plan and the areas which you are scheduled to occupy. Your safety and the safety of others may depend on it. No person may re-enter the building until the emergency has been cleared by the fire department or the public safety office.

Lost and Found:

The Public Safety Office in Room SD-108 in Cranford as well as the Public Safety Desks on the Elizabeth, Plainfield and Scotch Plains Campuses serve the College Lost and Found areas.

Safety on Campus:

All students are urged not to linger in lightly traveled areas of the buildings or campus grounds after regular closing hours. If you must complete assignments in remote areas where the campus is in minimum use, you should exercise the following safety precautions:

Find at least one other person with whom to work;

Leave the area in pairs or as a group;

Alert Public Safety in advance that you will be using the area and ask Public Safety to spot check during your work period and escort you to your car if necessary;

Leave the building by the common exit that may be closest to the area where you parked your car;

If you are waiting for a ride after dark, agree upon a well-lit pickup spot;

If you are subjected to harassment or observe someone behaving in a suspicious manner that may jeopardize your safety, report the situation immediately to Public Safety or College Official.

These are a few simple rules that may prevent the occurrence of an unfortunate situation. Most importantly, you should make yourself familiar with the campus buildings, exits and general location of the Public Safety Office. Please be reminded that you should carry your ID Card with you at all times. We are an "Open" Campus. Stay alert and exercise prudence to ensure your personal safety at all times. Should any student/faculty/staff member, or any visitor on the campus become the victim of any crime call 911 and immediately report the incident to the Public Safety Office.

Parking:

The College does not assume responsibility for parking tickets or for reimbursements for city parking. Handicapped parking permits may be obtained at the Public Safety Office. The State issued handicapped parking permits and/or license plates by themselves DO NOT entitle persons the use of handicapped parking on College property.

To obtain a handicapped parking permit, a regular DECAL must first be purchased (as described herein). In addition, to qualify a person must have one of the following:

A state issued handicapped license plate or

A state issued handicapped vehicle MVC hang tag (acquired via the local police department and Motor Vehicles Commission (MVC)

It is NOT ACCEPTABLE to present a doctor's note stating the extent of the disability. Whether the medical condition is temporary or permanent, the applicant must present one of the above.

Cranford Campus Parking

Parking Permits may be purchased in the Student Services Center

Handicapped parking spaces are available in parking lots #1, 1A, 2, and 4 in the blue striped stalls.

Students are permitted to park in the white striped parking stalls in lots 2, 5A, and 5B between 7:00 a.m. and 11:00 p.m. After 4:30 p.m., students are additionally permitted to park in the WHITE striped stalls only in lots 1 and 4.

Faculty/Staff parking is located in lots 1 and 4 between 7:00 a.m. and 11:00 p.m. After 4:30 p.m. parking for Faculty/Staff remains in those parking lots, in the YELLOW striped stalls.

Administration and Visitor parking is located in parking lot #1 A (between MacDonald Hall and the Nomahegan Building).

Elizabeth Campus Parking

Parking Permits may be obtained at the Office of Students Account.

Student parking is available in the J. Christian Bollwage Garage with allocated spaces for Union College. Parking is permitted

between 7 a.m. and 11 p.m.

Faculty/Staff parking is located in the J. Christian Bollwage Garage, the rear of the Lessner Building, and the rear of the Kellogg Building. Parking is permitted between 7 a.m. and 11 p.m.

Handicapped parking is available in the rear of the Lessner and Kellogg Buildings.

Plainfield Campus Parking

Parking Permits may be purchased in the Student Services Center.

Students are permitted to park in the white striped stalls located in parking lots #1 and 2 and the Health Science Building Parking Lot.

Faculty/Staff parking is located in the yellow striped stalls in lot #1.

Handicapped parking spaces are available in lot #1 in the blue striped stalls.

Scotch Plains Campus Parking

Faculty, Staff and Students are permitted to park in the Scotch Plains Campus Parking Lot.

Visitor Parking

Throughout the year the College is host to many organizations and community activities. Many visitors come here to view our campuses and buildings. Visitors should be greeted in a courteous manner and assisted in every way possible. Visitors on campus need to be familiarized with the policies related to their presence. Each campus has established rules regarding visitors. Temporary automobile parking permits are available in the Public Safety Office at each campus.

Violations

The following violations of regulations will result in a summons:

- Failure to obtain, improper display or an obsolete parking permit or parking pass.
- Parked Illegally:
- Handicapped
- Fire Zone
- Faculty/Staff Administration
- Visitors
- No parking area
- Improperly parked Vehicles may be towed off Campus or booted for the following reasons:
- No parking permit
- Unauthorized overnight parking
- Parked Illegally
- Handicapped Area
- Fire Zone
- Faculty/Staff Area, No Parking Area, Obstructing traffic
- Two or more unpaid violations

Payment of Fines

Fines may be paid on-line, by mail or in person in the Student Services Center on each campus. On-line payments can be made by credit card, or personal check (e-check). In-person, payments can be made by credit card, check or cash. For mailed payments, checks should be made payable to Union College. Include the student's identification number on the check and mail to the Attention of the Student Services Center, Union College, 1033

Springfield Avenue, Cranford, NJ 07016.

Parking Appeals

In cases where a student receives a summons for a violation that he or she feels is unjustified, a "Parking Ticket Appeals Form" must be filed and submitted to the Director of Public Safety, (along with a copy of the ticket in question). Forms are available at the Public Safety Desks at Elizabeth, Plainfield and Scotch Plains, and Room SD-108 at the Cranford campus. The Director is the designated person authorized by the College to sustain or dismiss the summons.

Parking Ticket Appeal Forms must be filed by mail or in person with the Public Safety Office within (5) school days from the summons date the "Parking Ticket Appeals Form" and include a statement of the reasons why the summons is thought to be unjust. The Director will rule on the ticket and advise the student of the outcome.

Disabled Vehicle

It is your responsibility to notify the Public Safety Office if your vehicle is disabled on any campus or if you request to park overnight. Any vehicles parked over 48 hours may be towed away at owner's expense. The College is not responsible for any damage, loss, or theft of or to any vehicle left on campus.

Parking Rules and Regulations are subject to change from unforeseen emergencies. These changes will be made after consultation with the Dean of Students and the Director of Public Safety.

The College campuses officially close at 11:00 p.m. when classes are scheduled. The Public Safety Office will see that the premises are cleared shortly after that time. Without advance authorization, all students and faculty will leave the College premises by 11:00 p.m.

COMMUNITY POLICIES

NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Union College is committed to maintaining environments for all students, employees and visitors that are free from discrimination and harassment. In accordance with State and Federal law, Union College does not discriminate and prohibits discrimination on the basis of the following protected classes and/or characteristics, in all of its programs and activities, including but not limited to employment, promotion, admissions, and access to all career and technical programs:

- Race;
- Creed;
- Color;
- Sex;
- Gender;
- Pregnancy;
- Gender Identity or Expression;
- National Origin;
- Nationality;
- Age;
- Ancestry;
- Marital Status, Domestic Partnership, or Civil Union Status;
- Religion;
- Affectional or Sexual Orientation;

- Atypical hereditary Cellular or Blood Trait;
- Genetic Information;
- Military Service;
- Veteran Status;
- Mental or Physical Disability (including perceived disability, AIDS and HIV related illnesses);
- Harassment (related to any of the forgoing categories);
- Retaliation for filing a complaint of, or participating in an investigation of discrimination; and
- Any other category protected by law

Scope of Policy

This Policy applies to all areas of the College operations and programs, including the conduct of all College employees and as well as to the conduct of all interns, volunteers, vendors, contractors, subcontractors and others who do business with or utilize College facilities;

This Policy also prohibits sexual harassment, a form of discrimination based on sex and/or gender;

This Policy also prohibits sexual misconduct, a form of sexual harassment, which includes sexual assault, rape, stalking, and domestic and dating violence;

Every supervisor shall act to prevent and report all acts prohibited by this policy.

Reporting Discrimination and Harassment

Any member of the College community or visitor alleging discrimination or harassment, or who has knowledge of discrimination or harassment is encouraged to immediately report it to Public Safety, Dean of Students, or Human Resources. All complaints of harassment and discrimination, including those concerning Title IX, Section 504, and the ADA should be directed to the Director of Human Resources.

Consensual Amorous Relationships

Union College recognizes that a consensual amorous relationship between a faculty or staff member and a student does not necessarily involve sexual harassment or sexual misconduct. However, the College’s educational responsibilities to its students are potentially compromised in all such cases by the likelihood or even the appearance of a conflict of interest. Consequently, this policy prohibits consensual amorous relationships between a faculty or staff member and a student whenever the faculty or staff member is in a position of professional or supervisory responsibility with respect to the student.

If a faculty or staff member has a pre-existing consensual romantic/sexual relationship with a student, the student should be discouraged from enrolling in courses taught by the instructor or entering into work situations in which they would be supervised by the faculty/staff member. If the student does enroll in a course or work for the staff member, the faculty/staff member shall notify their Supervisor and should remove themselves from academic or professional decisions concerning the student.

Should a romantic/sexual relationship between a faculty/staff member and their student lead to a sexual harassment charge, the College will investigate and resolve the charge in accordance with its Complaint Investigation Policy. Furthermore, with respect to amorous relations in particular, what might appear to be consensual to the parties involved may, in fact, be not so. On this basis, amorous relations between a Supervisor and a subordinate are prohibited.

Sexual Assault

Sexual assault is a serious offense. Any individual who sexually assaults another is subject to disciplinary procedures of the College and subject to any pertinent state or federal regulations.

Sexual assault includes, but is not limited to, actual or attempted nonconsensual or forcible sexual touching, including fondling, kissing, groping, attempted sexual intercourse, and or penetration with an object. Sexual assault can be perpetrated by someone known or unknown, including an acquaintance, spouse, partner, date, relative, friend or stranger, by men or women. Rape is nonconsensual intercourse with any victim male or female. A victim may not be able to give consent due to intoxication, infancy or any other impairment of will. To ensure that the needs of sexual harassment victims are met and that colleges and universities in New Jersey create and maintain communities that support human dignity, Union College has adopted the Campus Sexual Assault Bill of rights established by the state of New Jersey. For more information on resources provided by the College for victims of sexual harassment please contact the Dean of Students, or the Equal Employment Opportunity/Affirmative Action Officer & Title IX Coordinator.

To report sexual assault or violation call: 911 immediately and a Public Safety Office

- Cranford Campus(908) 709-7152
- Elizabeth Campus (Lessner)(908) 965-6070
- Elizabeth Campus (Kellogg)(908) 659-5159
- Plainfield Campus(908) 412-3595
- Scotch Plains Campus (908) 709-0268
- College Wide Emergency (908) 709-0268

Sexual Harassment

Union College is committed to maintaining environments for all students, employees and visitors that are free from discrimination and harassment, including sexual harassment. Union College prohibits harassment on the basis of gender/sex. Sexual discrimination is prohibited by the New Jersey Law Against Discrimination, and under federal law, Title IX of the Education Amendments of the Higher Education Act of 1965 and Title VII of the Civil Rights Act of 1964 and amendments.

The College prohibits the sexual harassment of any student, employee, or visitor by anyone who makes unwelcome sexual advances or requests for sexual favors or engages in other unwelcome verbal or physical conduct of a sexual nature creating an intimidating, hostile or offensive environment by such conduct, regardless of intent. Examples include but are not limited to the following: unwelcome sexual propositions, graphic statements about a person’s body; display of sexually suggestive objects or pictures; remarks or innuendos with a sexually demeaning implication, unwelcome touching, patting, or other physical contact; gender based humor; suggesting or demanding unwelcome sexual involvement which may include implied or explicit threats or sexual abuse including forced conduct. Any student who has been the target of sexual harassment is encouraged to submit a complaint. Please consult the grievances section in the Student Handbook. For more information or to file a complaint, please contact the Dean of Students and/or the Equal Employment Opportunity/ Affirmative Action Officer and Title IX Coordinator above.

SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING

On March 7, 2013, President Obama signed the Violence Against Women Act of 2014 (VAWA) (Pub. Law 113-4), which, among other provisions, amended (HEA), otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The Clery Act requires institutions of higher education to comply with certain campus safety and security related requirements as a condition of participating in the Federal student aid programs authorized by Title IV of the HEA. Notably, VAWA amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and include certain policies, procedures and programs pertaining to these incidents in their annual security reports (ASRs).

The following offenses are prohibited on all campuses and are addressed in crime prevention and awareness programs for students, employees, faculty, and campus officials:

Domestic violence means “a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, or a person with whom the victim shares a child in common.”

Sexual assault means “an offense classified as a forcible or nonforcible sex offense under uniform crime reporting system of the Federal Bureau of Investigations.”

Dating violence means “violence committed by a person – who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: length of the relationship, type of relationship, the frequency of interaction between the person involved in the relationship shall be determined based”

Stalking means “engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.”

Violence Against Women Act – VAWA

Union College prohibits all acts of violence on all campuses and at all College-related events, including sexual assault, domestic violence, stalking, and dating violence. All incidents of sexual violence reported to the College will be promptly investigated and referred to the Office of the Dean of Students as appropriate.

If you experience any form of sexual misconduct, domestic, dating violence and or stalking, the College objectives are to end the misconduct, prevent its occurrence and address its effects. Reporting such conduct to the police or the Public Safety Office is not mandatory, but victims are encouraged to report such conduct so it may be investigated. With respect to reporting activities that may constitute a crime, the College encourages students to contact the local police where the offense took place as quickly as possible. Students, staff, faculty, visitors and business partners may notify the Public Safety Office, who can notify local police. To report a violation, contact the Dean of Students, or the Affirmative Action Officer located on the Cranford campus.

Campus Sexual Assault Victims’ Bill of Rights

- Victims shall be notified of their options to notify law enforcement.
- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceedings.

- Victims shall be notified of counseling services.
- Victims shall be notified of options for changing academic environments.

The Campus Sexual Assault Victims’ Bill of Rights was signed into law by President George Bush in July of 1992. This law requires that all colleges and universities (both public and private) participating in federal student aid programs afford sexual assault victims certain basic rights. The “Campus Sexual Assault Victims’ Bill of Rights” exists as a part of the campus security reporting requirements, commonly known as the Jeanne Clery Act.

Information is obtained from the Dear Colleague Letter issued by the US Department of Education/Annual Clery/VAWA Reporting Compliance letter, and Handbook for Campus and Security Reporting. Union College policies and procedures are intended to be consistent with all of these legal requirements.

Sexual misconduct (whether forcible or non-forcible), domestic violence, dating violence, and stalking violate the criminal law and college regulations. The College will investigate all complaints promptly and effectively, and carry out the established college disciplinary procedures, as warranted. The college disciplinary procedure ensures that both the accuser and accused have an opportunity to present their case and that both will be notified of the outcome. Following a college disciplinary hearing, sanctions may include withdrawal of charges, verbal or written reprimands, establishment of specific stipulations to be met for continued attendance at the college, suspension or dismissal. In reporting activities that constitute a crime, initial contact should be made to the local police where the offense took place as quickly as possible. Students, staff, faculty, visitors and business partners are expected to notify the Public Safety Office and/ or the local police without any fear of retaliation or reprisal. Any individual that is reluctant to notify either the police or the Public Safety Office may request assistance from appropriate campus officials such as Dean of Students, Title IX Coordinator, or Director of Human Resources.

Programs To Prevent Domestic Violence and Dating Violence, Sexual Assault, and Stalking

Union College is committed to maintaining safe and secure campus environments by providing prevention and awareness programs to members of the College community. Each academic year, the College conducts various programs and activities to address domestic and dating violence, sexual assault, and stalking.

Tips For Preventing Sexual Violence and Date Rape

Safety on campus is everyone’s responsibility. Bystanders, including students, staff, faculty, visitors and business partners can all help prevent domestic violence, sexual assault, dating violence and stalking by being alert for warning signs and taking appropriate action.

Bystanders should remember these tips to help prevent sexual violence and date rape:

- If you see something, say something.
- Don’t leave someone alone if they are unconscious, drunk or high on drugs, or is otherwise unable to give consent. Consent “means that both people in a sexual encounter must agree to it, and either person may decide at any time that they no longer consent and want to stop the activity.” Consent must be voluntary and mutual. There is no consent when there are threats, force, intimidation, or duress.
- Don’t let anyone behave sexually with someone who is unconscious, drunk or high on drugs. If a person is incapacitated or impaired to the point of which, such person cannot understand the nature or extent of the sexual

situation, there is NO consent.

- Pick a designated driver and observer who will stay sober at parties, and always encourage others to do the same.
- Check in with your friends during parties and leave with them.
- Offer help to someone who is a target or at risk of sexual violence.
- Privately call the police if you see a sexual assault or hear a confession of rape.
- Never photograph or videotape a sexual assault.
- If anyone jokes about rape, speak up to let them know it is not acceptable.

Visit <https://www.justice.gov/archives/ovw/protecting-students-sexual-assault> more information and resources on avoiding and preventing sexual assault.

Tips For Preventing Stalking And Domestic Violence

Everyone on campus can help prevent domestic violence and stalking:

- Don't encourage hostile or violent comments about others.
- Do not share information about an acquaintance's schedule or whereabouts with a stranger.
- If someone is being verbally abused or pushed around, ask them "Are you okay?" Get help if needed.
- If you see someone being attacked, followed or in distress, report it to campus Public Safety Office or the police.

Campus Investigation and Hearing Officials

Union College officials responsible for investigating reports of domestic violence, dating violence, sexual assault, stalking or who conduct disciplinary hearings resulting from reports of such acts receive periodic training for conducting investigations and how to protect victim's safety and security.

The College is committed to assisting victims of sexual assault by providing the following information:

It is extremely important to preserve physical evidence needed to prove domestic violence, dating violence, sexual assault or stalking. In cases of sexual assaults, it is important for victims to refrain from showering or destroying physical evidence by laundering clothing or cleaning areas where a crime was committed.

Public Safety Officers will summon law enforcement officials, medical assistance if necessary, and/or sexual assault crisis professionals. Officers will remind victim of need to preserve physical evidence including clothing, and secure scene for processing by law enforcement officials.

Victims are encouraged to call 911 to report any of the prohibited offenses outlined in the VAWA. Victims are encouraged to report the crime but are not obligated to do so.

The victim has the options of declining to notify any authorities or to notify local law enforcement and/or on campus security.

The Department of Public Safety will strictly enforce all restraining orders or no contact directives.

Investigations and Disciplinary Proceedings

The Equal Employment Opportunity/Affirmative Action Officer and Title IX Coordinator is responsible for conducting investigations into allegations of discrimination on the basis of sex, domestic and dating violence sexual misconduct, and stalking (Title IX cases, see below under Title IX) including VAWA reauthorization offenses. Disciplinary procedures are outlined in the Student and Employees Handbooks. In conducting investigations and disciplinary proceedings of a sexual offense, the College adheres to the following standards:

Provide prompt, fair and impartial investigation and disciplinary proceedings.

Provide information regarding confidentiality of the proceedings.

Permit both parties to have an advisor or support person of their choice at the proceedings and any related meeting.

Provide statement of the required standard of proof in these proceedings.

Provide written notice of the outcomes of the proceedings to both parties.

Attend annual training for officials conducting the proceedings on domestic violence, dating violence, sexual assault and stalking, and how to conduct an investigation and hearing process that protects the safety of victims or accused and promotes accountability.

Provide information for employees reporting covered offenses.

Referral for counseling, health, mental health, victim advocacy, legal assistance, and other services may be available for students with the assistance of the College Social Worker and or Dean of Students. Human Resources offers referrals for counseling, including health, and mental health services for employees (See also names of providers listed under Title IX, Healing and Recovery, below).

Sanctions and Disciplinary Actions

Any individual whose conduct is found to violate the Serving the Public Employee Policy or the Student Code of Conduct shall be subject to disciplinary action, up to and including dismissal from the College, termination of employment, or severance of the business relationship. Student and employee handbooks contain comprehensive lists of penalties that may apply. Any imposed consequences or disciplinary actions will be based on the severity of the offense, and a student's or employee's history of performance issues.

Discipline and Discharge of Employees

The College enforces policies, procedures, practices, rules and regulations in a fair manner. Discipline may include, but is not limited to verbal warnings, written reprimand and suspension with or without pay, disciplinary probation and termination. The college expects students, staff, faculty, visitors and business partners to conduct themselves with civility, ethical behavior, and respect for the rights and welfare of students, staff, and faculty.

TITLE IX

Title IX is U.S. federal law that prohibits discrimination on the basis of sex in education institutions, including Union College.

Title IX states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Sex discrimination includes sexual harassment and sexual violence, including sexual assault.

Title IX can be found in the Education Amendments of 1972, 20 U.S.C. §1681, and its implementing regulations at 34 C.F.R. Part 106 (Title IX)

Union College policy prohibits discrimination, sexual harassment, and sexual misconduct, including sexual assault, stalking, and dating violence.

Union College is required to name a Title IX Coordinator to oversee all activities related to compliance with Title IX. All faculty, students, staff and College visitors who have a Title IX-related concern or wish to file a complaint for investigation may contact one of the following Coordinators:

Vincent Lotano - Associate Vice President, Administration

Title IX Coordinator
MacDonald Hall (A-219)
1033 Springfield Ave.
Cranford, NJ 07016
908-709-7122
vincent.lotano@ucc.edu

Dr. Charnette Hockaday - Dean of Students

Deputy Title IX Coordinator
Dean of Students Office
1033 Springfield Ave.
Cranford, NJ 07016
908-709-7516
charnette.hockaday@ucc.edu

Any individual who wishes to file a discrimination or Title IX complaint with state or federal offices should contact the Title IX Coordinator, who will provide the relevant contact information.

Investigation Procedures

The College, through the Title IX Coordinator, conducts prompt, fair, effective, and impartial investigations of incidents of alleged discrimination, sexual harassment, and sexual misconduct.

Investigations are subject to the following:

- **Confidentiality.** The College takes confidentiality seriously. Investigative information is shared with others on a need-to-know basis only, including with investigators, witnesses, the accused individual, and relevant College officials, or as required or permitted by law. In some cases, the investigation file may be subject to requests for public records; the College redacts identifying or other information when legally permissible.

When a complainant requests confidentiality or that the College not proceed with an investigation, the College respects that request to the extent possible. The College’s legal obligation to provide a safe and nondiscriminatory environment may require that the College proceed with an investigation, which may require investigators to share limited identifying information about a complainant. The

College will inform a complainant if this occurs. In all cases, the College works with the complainant to provide resources and support.

- **Conflict of Interest.** An investigator does not participate in an investigation in which he or she has a conflict of interest. A conflict of interest means the existence of an interest that could reasonably affect or appear to affect the impartiality of the investigator.
- **Criminal Complaints.** A complainant has the option to file a criminal complaint with the police. The criminal process can be pursued simultaneously. The College does not wait for the conclusion of a criminal case to investigate possible Title IX violations. In some cases, a temporary suspension of the College’s investigation may be necessary when requested by law enforcement. However, the College’s investigation resumes promptly once the College is notified by law enforcement that it may proceed. An outcome reached in a criminal process does not necessarily determine the outcome of the College’s process.
- **Interim Measures.** The College takes appropriate interim steps before a final resolution to support and protect the complainant, as needed. Such steps may be taken regardless of whether the complainant wishes to pursue the complaint. The College may impose a “no-contact” order, which typically includes a directive that the parties refrain from having contact with one another. Other interim measures include, but are not limited to, altering the academic or College employment arrangements of the parties. When taking such steps, the College seeks to minimize unnecessary or unreasonable burdens on either party; however, every reasonable effort is made to allow the complainant to continue in their academic or College employment arrangements. Violations of such protective measures may lead to disciplinary action.
- **Participation of Parties.** When appropriate, the College seeks the consent of the complainant to proceed with an investigation but informs each complainant that alleged violations of this policy may be investigated regardless of consent. If any party or witness declines to participate in an investigation, the College continues the investigation to the extent possible. The College, as an employer, expects all employees to participate and cooperate with all investigations.
- **Investigation Process.** The complainant and the respondent are given the opportunity to provide information and evidence to the investigator, including names of witnesses. The parties are also given the opportunity to provide oral and written statements. Except in extraordinary circumstances, both parties are given written notice of the outcome of the investigation, an opportunity to respond, and an opportunity to appeal.
- **Standard of Proof.** The College uses a “preponderance of the evidence” evidentiary standard to evaluate allegations of violations of this policy, which means it is “more likely than not” that the behavior or incident in the complaint occurred.
- **Timeframes.** The College seeks to complete all investigations promptly after receipt of a complaint. An investigation of sexual assault, sexual misconduct, or domestic violence is typically completed within 60 calendar days unless there is good cause to extend that time frame.

TITLE IX RESOURCES

If you have been a victim of Sexual Harassment, Rape, Sexual Assault, Domestic or Dating Violence, or Stalking. You May Need the Resources Below.

FOR POLICE AND MEDICAL EMERGENCIES, DIAL: 911

Union College Title IX Coordinators

The individuals, below, will receive complaints and determine whether an investigation is warranted. They can provide information about options, investigative procedures, and interim measures for personal safety that can be taken pending an investigation.

Vincent Lotano - Associate Vice President, Administration

Title IX Coordinator
MacDonald Hall (A-219)
1033 Springfield Ave.
Cranford, NJ 07016
908-709-7122
vincent.lotano@ucc.edu

Dr. Charnette Hockaday - Dean of Students

Deputy Title IX Coordinator
Dean of Students Office
1033 Springfield Ave.
Cranford, NJ 07016
908-709-7516
charnette.hockaday@ucc.edu

IF YOU NEED IMMEDIATE ASSISTANCE FROM A PUBLIC SAFETY OFFICE, CONTACT:

Union College Public Safety Department

The Public Safety Department can be contacted, as follows:

Cranford Campus 908-709-7152

Elizabeth Campus 908-965-6070

Plainfield Campus 908-412-3595

Scotch Plains Campus 908-709-0268

College Wide Emergency: 908-709-0268

IF YOU NEED MEDICAL ATTENTION, CONTACT:

Medical Services

In most instances, medical care providers can talk with you confidentially about your concerns. If you receive hospital care after a sexual assault, you may receive a medical evaluation from a trained Sexual Assault Nurse Examiner (SANE), who conducts a medical-legal examination and collects forensic evidence. You can also be tested for date-rape drugs and sexually transmitted diseases. They may also provide you with counseling services or refer you to a relevant provider. For information on emergency contraception, the morning after pill or Plan B, talk to your doctor, pharmacy, or clinic.

If you have experienced sex or gender-based violence or know somebody who has, you might consider accessing the medical, or counseling resources, below.

Medical Facilities in Union County with 24 Hour Emergency Assistance:

Overlook Medical Center
99 Beauvoir Avenue
Summit, NJ 07901
908-522-2000

Overlook Emergency Services – Union Campus
1000 Galloping Hill Road #7989
Union, NJ 07083
908-522-3770

Trinitas Regional Medical Center/RWJBarnabas Health
Emergency Medicine
225 Williamson Street
Elizabeth, NJ 07202
908-994-5000

<https://www.rwjbh.org/trinitas-regional-medical-center/treatment-care/mental-health-and-behavioral-health/>

Trinitas Regional Medical Center/RWJBarnabas Health
Psychiatric Emergency Department, New Point Campus
655 East Jersey Street
Elizabeth, NJ 07206-1259
908-994-5000

<https://www.rwjbh.org/our-locations/outpatient-rehab-center/new-point-campus/>

Robert Wood Johnson University Hospital Rahway
Emergency Department
865 Stone Street
Rahway, NJ 07065
732-381-4200

www.rwjuhr.com/emergencyDepartment.htm

Hackensack Meridian Health JFK University Medical Center
65 James Street
Edison, NJ 08820
732-321-7000

IF YOU NEED COUNSELING SERVICES, CONTACT:

Counseling Services
Trinitas Regional Medical Center/RWJBarnabas Health
Counseling Referrals/Outpatient Clinic, New Point Campus
655 East Jersey Street
Elizabeth, NJ 07206-1259
908-994-5000

<https://www.rwjbh.org/trinitas-regional-medical-center/>

Rachel Coalition Domestic Violence Services
256 Columbia Turnpike, Suite 105
Florham Park, NJ 07932
973-765-9050

<https://www.jfsmetrowest.org/domestic-violence-rachel-coalition/>

Rachel Coalition Domestic Violence Services
570 W. Mt. Pleasant Ave., Suite 106
Livingston, NJ 07039
973-740-1233

<https://www.jfsmetrowest.org/domestic-violence-rachel-coalition/>

See also Victim Advocate, below.

IF YOU NEED TO TALK TO A TRAINED VICTIM ADVOCATE OFF-CAMPUS, CONTACT:

Sex and Gender Based Violence, Victim Advocates

If you have experienced sex and gender-based violence or know somebody who has, you may consider contacting a Victim Advocate. A Victim Advocate is a person who has been trained to support victims of crimes, by providing emotional support and help navigating resources and the criminal justice system. Advocacy agencies often provide counseling, 24-hour crisis lines, housing resources, and legal support for free or reduced costs. In most instances, these care providers can speak to you confidentially about your concerns.

24-Hour Victim Advocate Hotlines: Rape Crisis Center,
Union County

www.ywcaunioncounty.org/

24-hour HOTLINE: 908-233-RAPE (7273)

YWCA, Union County

www.ywcaunioncounty.org/

24-Hour Domestic Violence Hotline: 908-355-HELP (4357)

Rachel Coalition Domestic Violence Services

<https://www.jfsmetrowest.org/domestic-violence-rachel-coalition/>

24-hour crisis response line: 973-740-1233

New Jersey Coalition Against Sexual Assault (NJCASA)

<https://njcasa.org/>

24-hour State Hotline: 800-601-7200

Statewide:

New Jersey Coalition for Battered Women

New Jersey Coalition for Battered Women is a statewide association that provides leadership, support and resources on the prevention of violence against women in New Jersey through advocacy, training, public awareness and research. www.njcedv.org/

New Jersey MentalHealthCares

New Jersey MentalHealthCares is the Mental Health Association in NJ's free, confidential statewide mental health information and referral helpline, available 24/7. Our staff of mental health professionals uses their experience and understanding of the state's mental health resources to connect you to the services you need. www.njmentalhealthcares.org/

NJ Coalition Against Sexual Assault

NJCASA's mission is to promote the compassionate and just treatment of survivors and their loved ones; foster collaborative relationships between community systems; and affect attitudinal and behavioral changes in society as we work toward the elimination of sexual violence against all people. www.Njcasa.org/

Nationwide:

Rape, Abuse, & Incest National Network Hotline:
1-800-656-HOPE (4673)

National Domestic Violence Hotline:
1-800-799-SAFE (7233);

Gay, Lesbian, Bisexual and Transgender Hotline: 1-888- THE-
GLNH (843-4564);
Love is Respect: 1-866-331-9474;

IF YOU NEED LEGAL ADVICE, ASSISTANCE, OR REPRESENTATION, CONTACT:

Legal Advocates/Legal Services Partners for Women and Justice
Tel: 973-233-0111
60 South Fullerton Ave. #106
Montclair, NJ 07042
Fax: 973-233-0111

Legal Services of New Jersey – Domestic Violence Representation
Project

P.O. Box 1357

Edison, NJ 08818-1357

Phone 732-572-9100

Website: <https://www.lsnjlaw.org/pages/Contact-us.aspx>

Union County Rape Hotline

24-hour Hotline 908-233-RAPE (7273)

TTY: 908-232-1435

Hours of Operation: Monday – Friday 8: a.m. - 4:00 p.m.

Blog: www.unioncountyrapecrisiscenter.blogspot.com

Some local Domestic Violence Services and Rape Care Centers
after legal clinics

IF YOU NEED SHELTER AND PROTECTION, CONTACT:

Shelters

Domestic violence victims and their children can temporarily
access safe and secure shelters in the Union County area.

Contact:

Project Protect
c/o YWCA of Eastern Union County
1131 East Jersey Street
Elizabeth, NJ 07201

Emergency Shelter 24 Hr. Hotline (908) 355-HELP (4357)

TTY: (908) 355 – 1023

Email: info@ywcamail.com

Web: www.ywca-euc.org

Outreach Phone: (908) 355-1995

Rachel Coalition Domestic Violence Services

24-hour crisis response line: 973-740-1233

256 Columbia Turnpike, Suite 105

Florham Park, NJ 07932

(973) 765-9050

info@jfsmetrowest.org

570 W. Mt. Pleasant Ave., Suite 106

Livingston, NJ 07039

(973) 740-1233

info@jfsmetrowest.org

FOR INFORMATION FROM THE FEDERAL GOVERNMENT, CONTACT:

Federal Information

Sexual Assault

The federal government has compiled helpful information for students and institutions, including information on what to do if you have been sexually assaulted, how to help a friend who has been sexually assaulted, and information about your rights if you share information about a sexual assault with your academic institution:

Not Alone: Together Against Sexual Assault

Overseas Crime

U.S. Department of State – Travel Information by Regions The State Department's Office of American Services and Crisis Management (ACS) administers the Consular Information Program, which informs the public of conditions abroad that may affect their safety and security. Country Specific Information, Travel Alerts, and Travel Warnings are vital parts of this program.

9-1-1 Emergency Contact Numbers Abroad U.S. consular officers are located at over 260 Foreign Service posts abroad. There are also consular officers in 46 foreign cities without U.S. embassies or consulates. They are ready to provide assistance if you need it. From the U.S. or Canada, call 1-888-407-4747, or from overseas call 202-501-4444.

U.S. Department of State – Help for U.S. Citizens of Crime Overseas Consular officers, agents, and staff work with crime victims and help them with the local police and medical systems. Overseas Citizens Services will stay in touch with family members in the United States and help provide U.S.-based resources for the victim when possible. From the U.S. or Canada, call 1-888-407-4747, or from overseas call 202-501-4444.

FOR STATE OR FEDERAL INFORMATION ON DISABILITIES, CONTACT:

Disability Resources

Information and Technical Assistance on the Americans with Disabilities Act, U.S. Department of Justice – Civil Rights Division, see <https://www.ada.gov/ta-pubs-pg2.htm>

Division of Disability Services, Department of Human Services, State of New Jersey, see www.state.nj.us/humanservices/dds/home/index.html.

FOR INFORMATION ON SEXUAL ASSAULT AND SEX AND GENDER BASED VIOLENCE SURVIVORS, CONTACT: Sexual Assault and Sex and Gender Based Violence Survivor Links and Resources

Surviving Campus Sexual Assault: An Overview of Your Rights as a Student <https://www.legalmomentum.org/sites/default/files/reports/Campus-Sexual-Assault%20Student%20Rights.pdf>

Transgender Sexual Violence Survivors: A Self-Help Guide to Healing and Understanding, Forge: Transgender Sexual Violence Project <https://www.ojp.gov/ncjrs/virtual-library/abstracts/transgender-sexual-violence-survivors-self-help-guide-healing-and>

Department of Justice Archive – Protecting Students from Sexual Assault <https://www.justice.gov/archives/ovw/protecting-students-sexual-assault>

Know Your IX, information for students to respond to and prevent sexual assault. Knowyourix.org/

Rape, Abuse & Incest National Network, national information for survivors and supporters of survivors. Rainn.org/

Consent: If you don't get it, you don't get it, Whitehouse Public Service Announcement on Facebook. www.facebook.com/WhiteHouse/videos/10153741426384238/

Commission on Domestic & Sexual Violence, American Bar Association www.americanbar.org/groups/domestic_violence.html

FOR INFORMATION ON RESTRAINING ORDERS, CONTACT:

NJ Division on Women Department of Community Affairs
Department of Children and Families
101 South Broad Street
PO Box 801

Trenton, NJ 08625-0801

Phone: (609) 292-8840

TTY: (609) 777-0799

E-mail: <https://www.nj.gov/dca/contact/feedback.html>

Web: <https://www.nj.gov/dca/divisions/dow/>

New Jersey State Police:

www.njsp.org/

STATE AND FEDERAL AGENCY CONTACT INFORMATION:

Please see the following websites for more information on state and federal laws, and how to file a complaint external to Union College.

U.S. Department of Labor: www.dol.gov/

U.S. Equal Employment Opportunity Commission: www.eeoc.gov/

U.S. Department of Justice – Civil Rights Division: www.justice.gov/crt

U.S. Department of Justice – Office On Violence Against Women: www.justice.gov/ovw

U.S. Department of Education – Office for Civil Rights www2.ed.gov/about/offices/list/ocr/index.html

Division on Civil Rights, Office of the Attorney General, State of New Jersey <https://www.njoag.gov/about/divisions-and-offices/division-on-civil-rights-home/> Office of the State Auditor, New Jersey Office of Legislative Services <https://www.njleg.state.nj.us/audit-reports>

This list of Title IX Resources was compiled as of March 28, 2016. Phone numbers change, as do e-mail addresses and websites. If you try a contact number and it is no longer in service, please inform the Director of Human Resources at 908-709-7046, so he may revise this document.

Title IX Enforcement

The College vigorously enforces this policy. Persons determined to have violated this policy are subject to sanctions imposed using the procedures set forth in applicable College policies and this Student Handbook, including any appeal procedures therein. The chosen sanction is to be adequately and appropriately severe to prevent future offenses. The sanctions that are imposed, or other actions taken, must be reported to the Title IX Coordinator by the administrator or supervisor who imposes the sanctions.

In addition, inappropriate and unprofessional behavior by College personnel that does not rise to the level of a policy violation (e.g., unwelcome sexual comments that are not sufficiently severe, persistent, or pervasive to constitute sexual harassment), may nonetheless be subject to corrective or disciplinary action in some cases.

Malicious or Frivolous Allegations Prohibited

The College disciplines members of the College community who knowingly make false or frivolous allegations of discrimination, sexual harassment, or sexual misconduct. No complaint is considered malicious or frivolous solely because it cannot be corroborated.

Retaliation and Interference Prohibited

The College prohibits retaliation regarding the filing of any complaint. Retaliation includes any act or threat of action that would dissuade a reasonable person from making or supporting a complaint, or participating in an investigation, and could negatively affect another's employment, education, reputation, or other interest. Retaliation will be regarded as a separate and distinct policy violation. Retaliatory acts should be reported immediately to the Title IX Coordinator or Deputy Title IX Coordinators to allow them to be investigated promptly, effectively, and equitably.

Interference with the complaint or investigation process is prohibited and constitutes a policy violation. Interference includes, but is not limited to, actions that dissuade or attempt to dissuade complainants or witnesses from reporting or participating in an investigation, or actions that delay or disrupt, or attempt to delay or disrupt, an investigation.

Counseling Services

For a referral to counseling services contact the providers listed in Medical Services, or Victim Advocates, above.

At the College, students also may contact the Social Workers at socialworkservices@ucc.edu or 908-709-7139

FIRST AMENDMENT/FREE SPEECH ACTIVITIES

Freedom of expression is a highly valued and indispensable quality of College life, and the College seeks to allow its students and employees the opportunity to utilize the College facilities and grounds to the fullest extent possible. The College's commitment to this ideal does not grant to individuals or groups an unlimited license to engage in activity which limits, interferes with, or otherwise disrupts the normal activities for and to which the College's buildings, facilities and grounds are dedicated. The purpose of these time, place, and manner regulations is to establish procedures and reasonable controls for the use of the College's limited public forum area by both College and non-College groups and persons. The College seeks to balance its responsibility to fulfill its mission as a public educational institution with the interests of College and non-College groups and persons who are interested in using the College campuses for purposes of constitutionally protected speech, assembly, or expression.

The College has four campuses, in Cranford, Elizabeth, Plainfield, and Scotch Plains, in Union County, New Jersey. The College is able to declare a "limited public forum area" as a place for expressive activities protected by the First Amendment, subject to reasonable time, place or manner restrictions, only on its Cranford campus. The College's locations in Elizabeth, Plainfield, Rahway, and Scotch Plains are congested urban areas with substantial public safety concerns, including fire safety and ingress/ egress; therefore, expressive activities protected by the First Amendment in those locations are limited to the public areas surrounding the College's facilities and subject to local ordinances.

First Amendment activities include, but are not necessarily limited to, informational picketing, petition circulation, the distribution of information leaflets or pamphlets, speechmaking, demonstrations, rallies, protests, meetings to display group feelings or sentiments and/or other types of constitutionally protected assemblies to

share information, perspective, or viewpoints. College and non-College groups and persons may use the College's limited public forum area on the Cranford campus, the Victor M. Richel Commons (the Commons), and the plaza area in front of the MacKay Library, for those activities protected by the First Amendment, subject to the following regulations:

The Commons is available for use only Monday-Friday, 11:30 a.m. - 1:30 p.m. and 5:30 p.m. - 8:30 p.m.

Request to use the Commons is to be presented to the Office of the Executive Director of College Relations between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday, with a copy of such request presented to the Office of Public Safety.

All groups and persons must provide the required request no later than fourteen days in advance; however, events may be permitted with less notice as long as the event does not interfere with any other function.

The request will contain:

- The name, address, and telephone number of the individual, group, entity, or organization sponsoring the event or use (hereinafter "the sponsoring organization"); and
- The name, address, and telephone number of a contact person for the sponsoring organization; and
- The date and time of the event;
- The nature and purpose of the event; and
- The estimated number of people expected to participate in the event.
- The use of sound amplification devices for free speech purposes is not allowed.

To allow for the expression of a wide range of viewpoints and discussion of an array of issues, events may not last longer than five hours per day and may continue no longer than five days from beginning to end. These limitations upon the duration of events will be excused, on a day-to-day basis, upon request when there are no competing requests to use the facility.

Signs, posters, literature, handbills, leaflets, and pamphlets may be distributed in accordance with relevant College policies. The sponsoring organization is encouraged, but not required, to include its name and address on the distributed information.

Speech that does no more than propose a commercial transaction is prohibited in connection with any event.

The Commons must be cleaned up and left in its original condition and is subject to inspection by a College representative after the event. Reasonable charges may be assessed against the sponsoring organization for the costs of cleanup or for the repair of damaged property.

The use of the Commons must comply with all other relevant College requirements.

The College and/or local public authorities may specify additional fire, safety, sanitation, and special regulations for the event, and the user must obey those regulations.

The College will not provide utility connections or hook-ups.

The Commons may not be used on the same date as any previously scheduled College event or activity at the Commons.

The College President or designee or any College Vice President or designee may, at any time, terminate, cancel, or prohibit the use of facilities if the event is disrupting normal College functions. Any of these individuals may refuse to allow a proposed use of facilities if they determine, after reasonable inquiry, that the use or event cannot be conducted without disrupting normal College functions. Such determinations will be made without consideration of the content or message of the First Amendment activities.

When using the Commons, an individual or organization may be required to post a bond and/or obtain insurance to protect the College against cost or other liability.

When the College grants permission to use the Common it is with the express understanding and condition that the individual or organization assumes full responsibility for any loss or damage resulting from that use.

Any person believed to be violating these regulations may be barred from campus in accordance with the relevant procedures.

SOLICITATION

Regulations governing solicitation (including commercial sales, fund-raising, and distribution of literature) by off-campus individuals or organizations are as follows:

No individual or organization may distribute literature, advertise, or otherwise solicit customers, seek donations, or make sales on campus without the express authorization of the Executive Director of College Relations. The academic program of the College must be kept unhampered and open to all. Free discussion and inquiry are invited at all times in matters affecting the welfare of any part of the College community. Dissent on the part of any person or group is to be expected, for it is unlikely that everyone will be in agreement at any one time. Any method of dissent which is disruptive of the free exercise of academic freedom on the part of any segment of the College community will be an infringement of the rights of all. Such disruptions will be treated as a serious offense.

ALCOHOL AND/OR OTHER SUBSTANCES

The possession, use, or distribution of alcohol and other drugs of abuse is prohibited on all College properties at all times. When an individual is identified as being under the influence of alcohol and other drugs on any of Union College's campuses, the primary objective is to protect both the individual and others. The secondary objective is to protect property and provide professional assistance to the individual. When an individual under the influence is identified, the identifier should call the Public Safety Office. The identifier should attempt to remain in contact with the person until a Public Safety Officer arrives and assumes responsibility for the individual.

The officer will assess the individual's condition, establish identification and seek alternate transportation for this person by contacting a relative or friend. Should the intoxicated individual decline to give both the keys to their vehicle and the name and phone number of a friend or relative who can provide transportation for them, the officer will contact the local police and the Public Safety Office will immediately seek to identify the person's vehicle and immobilize it. Once the police have been contacted, the matter then becomes their responsibility to decide whether or not the individual is qualified to drive their vehicle from the campus.

At "Off" Campus Student Activity Functions:

- Alcohol and other drugs may not be purchased, transported, used, served, or distributed at any Union College function.
- The purchase or use of alcohol at those events is prohibited, i.e., sporting events, concerts, conventions, etc.
- Any person who in the judgment of a Public Safety Officer and/or designated College official(s) exhibit indications of intoxication will not be permitted admission to the event.
- Any persons who in the judgment of management and/or designated College official(s) exhibit indications of intoxication or act in a disorderly manner will be asked to leave the event.

For resources and programs visit the following websites:

Alcoholics Anonymous Site: www.aa.org

High Focus Centers Site: www.highfocuscenters.com. Offers outpatient substance abuse and mental illness treatment programs.

Trinitas Regional Medical Center/RWJBarnabas Health Site: <https://www.rwjbh.org/trinitas-regional-medical-center>

Inpatient and outpatient services available through the Behavioral Health division. Online Screening Tool for Alcohol Use: This screening allows a comfortable and private way for individuals to assess their drinking habits. It is also free and confidential. While these are not diagnostic, they will indicate existing symptoms and determine if further assessment by a clinician is advisable. www.howdoyouscore.org

SMOKING POLICY

All Union College property is smoke-free including electronic cigarettes. For the purposes of this policy, "smoking" is defined as the burning of a lighted cigar, cigarette, pipe, or any other matter or substance that contains tobacco as well as the use of smokeless tobacco, snuff, and electronic cigarettes or any product that simulates the act of smoking. Fines and disciplinary sanction may be imposed on students violating this policy as defined under the section of the Student of Conduct.

FACILITY USAGE

The mission of Union College is to serve the higher education needs of Union County residents. Its campuses, equipment and facilities are for the principal purpose of providing educational resources for the faculty, students and staff of the College (principal users). Other people may use the facilities of the College for related purposes, subject to the following rules:

No one may use the facilities in a manner which interferes with or impedes the use by the principal users.

Persons who are not the principal users may apply to the College Relations Director for use of the facilities.

Persons who are not the principal users must use the facilities only in designated areas and during designated times.

Any person creating or maintaining a disturbance or nuisance on College premises must leave the premises when requested to do so.

Loitering on the premises or use of the facilities for other than educational or College related purposes are prohibited.

Any person who enters upon the facilities for any purpose other than an educational purpose or College related purpose, without prior authorization or any person who fails or refuses to leave the facilities when requested to do so, will be deemed a trespasser.

The use of the gymnasium and Fitness Center and any related physical facilities is restricted to those holding a current College Identification Card.

Facilities Use Procedure

All student clubs and student organization requests for corridor space, rooms and equipment are to be facilitated through the Assistant Director of College Life, who will notify add it to the shared calendar. Club/Organization leaders reserving rooms for student activities will be directly responsible to the Assistant Director of College Life. The privilege pertaining to control and operation of the student activity rooms carries with it distinct responsibilities in both the proper operation and maintenance of a satisfactory decorum. If, in the opinion of the Assistant Director of College Life, these privileges are abused, they may be revoked.

All scheduling of outside activities sponsored by a College organization in the Commons/Campus Center should be approved by the Assistant Director of College Life. Individuals seeking to utilize the Campus Center/Commons facilities for dances, plays, gym nights, meetings, concerts, art shows, etc., are required to consult with the Assistant Director of College Life with respect to police protection, parking facilities, time limits, and chaperones.

Children on Campus

Children, especially those under 12 years of age, are not authorized on campus property at any time unless they are under the immediate supervision of a parent/guardian or enrolled in a special program being offered and supervised by the College. They are prohibited from entering the fitness center.

Pets on Campus

No pets, with the exception of certified service animals, are permitted on campus grounds or in campus buildings. If pets are required for a classroom assignment or a planned part of a special activity, authorization to have them on campus must be previously obtained from the Public Safety Office.

PHOTOS AND STUDENT NAMES

Union College may, from time to time, arrange for the taking of photographs or videos on the various campuses, which it may legally do. Photos taken are the property of the College and individuals depicted therein are not entitled to compensation or to restrict publication.

Union College reserves the right to publish the name and town of a student in press releases, promotional and other multimedia formats. To opt out, please contact the office of the Dean of Students.

Cranford Campus

1033 Springfield, Ave., Cranford, NJ 07016
908-709-7000

Elizabeth Campus

40 West Jersey Street, Elizabeth, NJ 07201
908-965-6000

Plainfield Campus

232 E. Second Street, Plainfield, NJ 07060
908-412-3599

Scotch Plains Campus

1700 Raritan Road, Scotch Plains, NJ 07076
908-709-7000

Visit us online at www.ucc.edu



Union College does not discriminate and prohibits discrimination, as required by state and/or federal law, in all programs and activities, including employment and access to its career and technical programs.

THE FOLLOWING INDIVIDUALS HAVE BEEN DESIGNATED TO ADDRESS INQUIRIES REGARDING SECTION 504, THE ADA, AND TITLE IX, AS INDICATED:

Complaints: Vincent Lotano, Associate Vice President, Administration, Title IX Coordinator, MacDonald Hall, room A-219, 908-709-7122

All complaints of discrimination, including those concerning Title IX, Section 504, and the ADA should be directed to Vincent Lotano.

Student Accommodation Requests: Amanda Nielsen, Coordinator of Disability Support Services, Phone: 908-659-5168, amanda.nielsen@ucc.edu

All requests for accommodations from Union College students, pursuant to Section 504 or the ADA, should be directed to Ms. Cimorelli.

Employee, Guest, and Visitor Accommodation Requests: Vincent Lotano, Associate Vice President, Administration, MacDonald Hall, room CR MD 219, 908-709-7046, vincent.lotano@ucc.edu

All requests for accommodations from Union College employees, guests, and visitors, pursuant to Section 504 or the ADA, should be directed to Mr. Lotano, the Section 504 Administrator and ADA Coordinator.

All matters, other than student accommodation requests and complaints, also may be directed to Vincent Lotano.

For further information please consult Union College's Public Annual Notification at www.ucc.edu/about/PublicAnnualNotificationND.aspx