



Policy: **Response to Non-Compliance with the Grace Campus Commitment**

Effective: August 28, 2020

It is imperative to the continued in-person, residential operation of the college and the safety of the entire campus community that the COVID-19 guidelines are followed by every member of the Grace community. While each situation of non-compliance is different and unique, consequences will depend upon various considerations such as the impact of the behavior, prior guideline violations, and willingness/attitude to make the necessary changes to behavior. Generally, sanctions given in response to non-compliance are intended to provide the student opportunity to increase their knowledge and perspective.

There is great urgency to increase compliance and slow the spread of COVID-19. Therefore, our typical student conduct process is being modified for this unique situation. A basic, staged process for enforcement follows. However, in some situations, a “first offense” could result in an immediate hearing or interim suspension pending investigation.

Outcomes of reported and observed non-compliance could include:

- **A notice.**
The written notice (paper or email/digital) will include a reminder about the Grace Commitment and the expectations for all members of the community to comply. If this is a follow up from an in-person confrontation, it will include the approximate date/time of the confrontation and the name and position of the person issuing the notice. Additional information may include resources related to COVID-19 health and safety information.
- **A meeting.**
A meeting may be requested to discuss the written report or repeated violations. This meeting may be called by any staff or faculty of Grace College. A written summary of the meeting will be documented and will be considered if there are any further issues of non-compliance. This meeting may also result in sanctions including a monetary fine, restricted access to campus locations or services, and/or loss of privileges.
- **A hearing.**
For repeated non-compliance or egregious violations, a hearing will be scheduled. A panel of at least three decision-makers will be convened by the Director of Residence Life, Dean of Students, or their designee. Disciplinary sanctions for students may include probation, monetary fines, restricted access and/or loss of privileges, loss of on-campus housing privileges, or dismissal from the college. A full list of all possible sanctions is included in the student handbook. Egregious, significantly threatening, and/or repeat violations may be addressed by the student being issued an immediate, interim suspension pending an investigation and hearing through Grace’s formal student conduct process.