

Student Handbook

2020-2021



BENTLEY
UNIVERSITY

Table of Contents

COVID-19 Policy Addendum	5	Bentley Care Team	24
Important Laws	8	Return from Hospitalization/Intensive Outpatient Treatment Program (IOP)	
Title IX of the Higher Education Amendments of 1972 as Amended by public law 93-568		Disability Services	25
Family Educational Rights and Privacy Act of 1974		Food Allergy Policy	26
Voter Registration Act		Health Insurance	27
Drug-Free Schools and Communities Act Amendments of 1989		Religious Accommodations	28
Massachusetts Hazing Policy		Rights Regarding Educational Records	29
The Massachusetts Clean Indoor Air Act		Family Educational Rights and Privacy Act	
Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act		Access/Amendment to Educational Records	
Non-Discrimination		Location of Educational Records	
Welcome & Bentley Core Values	11	Directory Information	
Letter from the Vice President of Student Affairs & Dean of Students		Disclosure without Consent—Statutory Exceptions	
The Bentley Core Values		Complaint Procedure	
The Bentley Core Values in Action		Drug and Alcohol Violations	
Disclaimer	14	Health and Safety Emergencies	
Photography		Results of Disciplinary Proceedings	
Safety and Security	15	Cultural Diversity	
Fire Safety Violations		Responsibilities	
Fire Alarms		Jury Duty	
Fire Drills		Code of Conduct	32
ID Cards		Student Rights and Responsibilities	
Academic Programs, Policies & Procedures	16	Alcohol, Marijuana, and Other Drugs Policies	35
Return to Studies After an Absence of Five Years or More		Alcohol	
Academic Performance Standards		Marijuana	
Satisfactory Academic Progress Policy for Financial Aid Applicants		Other Drugs	
Undergraduate Course Away Policies		Alcohol, Marijuana and Other Drug Information	43
Course Attendance Policy		Alcohol, Marijuana and Other Drugs: Risks of Use and Resources	
Academic Difficulties		Alcohol Use: Academic, Health and Other Risks	
Reduced Course Load Policy for International Students		Marijuana Use: Academic, Health and Legal Risks	
Academic Integrity	19	Other Legal Substances: Risks of Use	
Academic Integrity Policy and Procedures		Illegal Substances: Health and Legal Risks	
Bentley Honor Code		On-Campus Resources for Alcohol and Drugs	
Discontinuing Enrollment	20	Off-Campus Resources for Alcohol and Drugs	
Withdrawal from the University		Medical Amnesty Policy	49
Leave of Absence Policy		FAQS	
Refunds		General Policies	51
Tuition		Abuse of the Student Conduct System	
Return of Funds Policy for Federal Aid Recipients			
Student Financial Services Billing and Collection Policy			

- Abuse of University Resources
- Balcony Policy
- Bicycles/Motorcycles
- Bomb Threats/Procession of Explosives
- Complicity
- Courtesy Hours
- Damage/Vandalism
- Disruptive Behavior
- Email and Network Policy
- Email Communication Policy
- Endangering Health or Safety
- Failure to Comply
- False ID/Forgery
- Firearms/Weapons
- Firecrackers/Fireworks
- Forcible Entry Policy
- Fraud
- Gambling/Bookmaking
- Glass Container Policy
- Guidelines for Outside Use of Grounds
- Guests
- Hall Sports
- Harassment
- Hazing
- Incendiary Devices and/or Dangerous Chemicals
- Local Address Policy
- Lounge Furniture
- Noise Ordinance
- Off-Campus Conduct
- Off-Campus Disturbances
- Off-Campus Functions
- Off-Campus — Study Abroad
- Online Misconduct
- Parking
- Physical Confrontation
- Quiet Hours
- Retaliation
- Sales and Solicitation
- Shuttle Policy
- Smoke Free Policy
- Speed Limit
- Theft/Unauthorized Use of Property
- Trash Disposal and Recycling
- Unauthorized Possession/Use of Bentley Property
- Use of the Bentley Name, Image or Logo
- Other Policy and Legal Responsibilities

Conduct System **61**

- Title IX and Gender-based Discrimination Policies and Conduct Process
- Student Conduct Staff
- Required Evaluations
- Conduct Process
- Conduct Process for Student Organizations
- Incomplete Sanctions and Fines
- Conduct Files
- Special Circumstances
- Administrative Actions
- Parental or Guardian Notification
- Falcon-Connect Mentor Program

Accommodations for Students with Disabilities

Sanctions **67**

- Verbal Warning
- Educational Sanctions
- Referral
- Work Sanction
- Written Warning
- Restitution
- Fines
- Probation
- Loss of Housing Credits
- Disciplinary Probation
- Suspension from Housing
- Expulsion from Housing
- Deferred Suspension from the University
- Deferred Suspension from Housing
- Suspension from the University
- Expulsion from the University
- Prohibitions and Restrictions

Automobile Rules and Regulations **69**

- Pedestrian Crosswalks
- Parking Fines
- Appeal
- Towing
- Violations

Athletic Policies **70**

- Identification
- Check-In/Out
- Cell Phones and Cameras
- General Policies
- Personal Belongings
- Respect

Title IX and Gender-based Harassment and Discrimination Policy **71**

- I. Policy Statement and Overview
- II. Bentley’s Title IX Coordinator and Title IX Staff
- III. Scope of this Policy
- IV. Jurisdiction of this Policy
- V. Coordination with Other Bentley University Policies
- VI. Academic Freedom and Harassment
- VII. Accommodations for Students with Disabilities
- VIII. Resources for Information and Assistance
- IX. Confidentiality, Privacy, and Reporting Responsibilities of Bentley Employees
- X. Supportive Measures
- XI. Emergency Removal
- XII. Defining and Recognizing Prohibited Conduct
- XIII. Definition of Consent
- XIV. Additional Provisions, Definitions, and Clarifications
- XV. Reporting an Incident
- XVI. Investigation and Adjudication Procedures and Protocols
- XVII. Prevention and Education
- XVIII. Training of Title IX Coordinators, Investigators, Hearing Officers, Appellate Authorities, Faculty and Staff
- XIX. Annual Review

Living on Campus	86
Room/Suite/Apartment Visitor Capacity	
Appliances	
Disposal of Sharp Medical Waste	
Policy on the Use of Drones and UAVs on Campus	
Property Violations	
Screen/Window Policy	
Conditions of Common Areas	
Pets	
<hr/>	
Residential Center Policies	88
General Information About Housing	
Closing Dates and Information	
Room Change Process	
Student-Initiated Room/Building Changes	
University-Initiated Room/Building Changes	
Housing Refunds	
Withdrawal from Housing	
Policies on Room Occupancy	
Unwelcoming Environment	
Unauthorized Residents	
Furniture and Painting	
Combination Changes	
Locking of Residential Buildings	
Maintenance	
<hr/>	
Student Programs and Engagement	90
General Regulations Regarding Alcohol at Events	
<hr/>	
Resources	92
<hr/>	
Important Numbers	93
<hr/>	
Campus Map	94

COVID-19 Policy Addendum

As the COVID-19 pandemic continues to evolve, the Conduct & Community Development staff has been staying up to date on best practices and guidelines from Association of Student Conduct Administration (ASCA), the American College Health Association (ACHA), and publications by various institutions of higher education, CDC recommendations, and guidance by our local and state governments.

Bentley University aims to deliver its mission while protecting the health and safety of our students and minimizing the potential spread of disease within our community. As a student within the Bentley University community, the 2019 Novel Coronavirus or similar public health crisis (“COVID”) will impact your living and learning experience as Bentley University continues to make public health-informed decisions. The below policy and guidelines are incorporated into the Student Handbook and the Bentley University Housing and Meal Plan Contract and the Housing and Meal Plan Contract Addendum.

This document serves as a guide to assist students in understanding the expectations of Bentley’s community standards as adjusted for the COVID-19 Pandemic. Students who return to campus as either commuter or residential students are expected to abide by all policies and guidelines that are incorporated into the Student Handbook and the Bentley University Housing and Meal Plan Contract and Addendum. Bentley University’s policies and policy adaptations in response to COVID-19 are applicable to all students, residential and commuter.

Conduct Process

The **BENTLEY CONDUCT SYSTEM** adheres to the tenets of fair process and consists of administrative hearing officers, conduct boards and the Student Conduct staff. When the Student Conduct staff receive a report of an alleged violation, a case is created and referred to one of three conduct levels:

Violation	Severity	Sanction Type
LEVEL I	Minor Violations	Educational
LEVEL II	Medium Violations	⇕
LEVEL III	Serious Violations	University Action on Student Status

The full 2020-2021 Student Handbook will be released during the week of August 31st, 2020 and will contain a comprehensive list of all campus policies that all students, regardless of residential status, are expected to adhere to. Bentley University has expanded its *Endangering Health & Safety* policy as an overarching guide for students to follow to preserve the health and safety of all community members. Additionally, the perceived or actual impact of the behavior on oneself, others, or the campus community will be considered when assigning sanctions to a student found responsible for a policy violation. For students found responsible for a policy violation, all sanctioning will be determined based on the intersecting factors of frequency and severity of the behavior.

Policy (Level of Violation)	Description of Behavior
Endangering Health & Safety Level I/II/III	<p>All students are prohibited from creating a health or safety hazard on the Bentley University campus and the University may request or require a student to leave campus if the University determines that their continued presence in the community poses a health or safety risk for community members.</p>
	<p>Examples of behavior that Endanger Health & Safety: (not all inclusive)</p> <ul style="list-style-type: none"> ■ Not wearing a mask/face covering ■ Residential students who host individuals who are not in Bentley's weekly Covid-19 testing program ■ Non-residential students who are not in Bentley's weekly Covid-19 testing program who are present on campus without University approval ■ Not following building entry, exit, and directional instructions ■ Not properly physically distancing ■ Not following quarantine and/or isolation protocol ■ Not complying with weekly Covid-19 testing on assigned day and time ■ Not complying with contact tracing protocol ■ Having too many people in a room (over-occupancy) ■ Engaging in off-campus behavior that endangers health & safety
	<p>All behaviors deemed to Endanger Health & Safety will be considered either a Level I, Level II, or Level III violation based on the frequency and severity of the behavior.</p>

* The full 2020-2021 Student Handbook will be released during the week of August 31st, 2020 and contains a comprehensive list of all campus policies that all students, regardless of residential status, are expected to adhere to.

Potential Sanctions for Violations (including, but not limited to):

Sanction Name	When to be Assigned	Meaning/Impact of Sanction
<p>Warning (Level I Violation)</p>	<p>A written warning is a written notice (for a specified period of time) to a student that if he/she were to violate Bentley University policy further, they may be subject to additional conduct action.</p>	<p>A formal warning given that any further policy violations may result in additional, more severe conduct follow-up.</p>
<p>Probation (Level II violation)</p>	<p>Probation is a specified period of time in which further violation of university policy may result in the loss of good standing, removal from the Bentley University residential community and/or limited access to campus facilities as a commuter student. If a student on probation were to violate University policy further, he or she may be subject to additional action.</p>	<p>A student placed on Probation has been issued the highest-level warning prior to removal from housing/campus ban/suspension. This is viewed as a student's "final chance" to cooperate with the expected behavior on campus.</p>
<p>Removal from Housing/Campus Ban/Suspension (Level III Violation)</p>	<p>A student may be excluded from classes and other privileges and activities for a specified period of time. Students removed from housing or suspended from the university are not to be on campus unless they received permission from Student Conduct. Additional action will be taken against those who trespass, and/or criminal prosecution for trespassing is possible. Students suspended from the university are not eligible for a refund of their tuition.</p>	<p>Students would be told that they are no longer eligible to live on campus or have a physical presence on campus as a result of a responsible finding for a disregard for a public health directive. The emergency contact of any student being removed from campus would be notified.</p>

Important Laws

TITLE IX OF THE HIGHER EDUCATION AMENDMENTS OF 1972 AS AMENDED BY PUBLIC LAW 93-568

Bentley University provides this notice of its intent to comply with the regulations established to effectuate Title IX of the Higher Education Amendments of 1972 as amended by Public Law 93-568. It is our intention to adhere to the letter and spirit of the law with a policy of nondiscrimination on the basis of sex, gender, gender-identity, and sexual orientation. This policy applies to our education program and activities and extends to employees therein and to admission thereto, unless excepted under subpart C86.15(a). Any complaints concerning Title IX should be brought to the attention of **Liz Humphries, Associate Director, Student Conduct/Title IX Coordinator at 781-891-2161.**

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974

(Buckley Amendment)

According to the Family Educational Rights and Privacy Act of 1974 (Buckley Amendment), individual students have the right to review all official educational records, files and data related to them and the right to challenge the accuracy of the contents of such records. Furthermore, the act prohibits colleges and universities from releasing personally identifiable information, other than “directory information,” about students without their written consent, except as allowed by law. For detailed information regarding a student’s rights under this law and the procedures involved in obtaining access to official records, please contact the vice president for student affairs. Unless otherwise requested by the student in writing, Bentley University may release to the public student data considered “directory information.” If a student desires that directory information not be released, it is his or her responsibility to notify the Office of the Registrar in writing. Please note that students do not have the flexibility of choosing to release or not release particular items defined as “directory information.”

VOTER REGISTRATION ACT

(Massachusetts General Laws, Chapter 51, Sect. 42E)

The law requires all public and independent colleges, universities, high schools and vocational schools to make available affidavits of voter registration forms wherever students register for classes. Massachusetts residents will find such forms in the Office of the Registrar, in the Rauch Administration Center. Students who wish to register in another state may not use these forms. Out-of-state students who want to vote in their home state must use either a mail-in form supplied by an election official in the home state or the federal mail-in affidavit of voter registration. The latter may be obtained by writing or calling the **Massachusetts Elections Division, Room 1705, McCormack Building, One Ashburton Place, Boston, MA 02108; 617-727-2828 or 800-462-8683.**

DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENTS OF 1989

Public Law 101-226

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, Bentley University has adopted and implemented programs to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

MASSACHUSETTS HAZING POLICY

(Massachusetts General Laws, Chapter 269, Sect. 17- 19)

The Massachusetts General Laws state:

Section 17: Hazing; organizing or participating; hazing defined

Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine

of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

Section 18: Failure to report hazing

Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.

Section 19: Issuance to students and student groups, teams and organizations; report

Each institution of secondary education and each public and private institution of post-secondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgment stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full time student in such institution a copy of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall file, at least annually, a report with the board of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of higher education and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report.

THE MASSACHUSETTS CLEAN INDOOR AIR ACT

(Massachusetts General Laws, Chapter 270, Sect. 22)

The Massachusetts Clean Indoor Air Act (Massachusetts General Laws, Chapter 270, Sect. 22) requires that smoking be prohibited at private colleges within the commonwealth except in areas designated by the university as smoking areas. All indoor smoking is prohibited.*

Please note: Bentley is a smoke-free campus. Please see our **SMOKE-FREE POLICY.*

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT

Bentley University provides annual statistics concerning “criminal offenses reported to campus security authorities or local police agencies, as well as our security policies.”

NON-DISCRIMINATION

Bentley University does not discriminate in admission or access to or treatment or employment in any of its educational programs or activities, including scholarships, loans and athletics, on the basis of race, color, religion, sex, sexual orientation, gender identity and/or expression, marital status, age, national origin, citizenship status, disability, genetic information, military or veteran status. Bentley University maintains and supports affirmative action plans for its workplace in compliance with federal law. Equal opportunity extends to all aspects of the employment relationship, including hiring, promotions, training, working conditions, compensation and benefits. Bentley University's policies and practices reflect the university's commitment to nondiscrimination in all areas of employment. The university complies with Title VI of the Civil Rights Act, Title IX of the Education Amendments, Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, and Revenue Procedure 75-50 prohibiting such discrimination. Anyone believing that he or she has experienced adverse treatment may register a complaint with **George Cangiano, Vice President and Equal Opportunity Officer, at 781-891-2380 or to the Title IX Coordinator, Liz Humphries at 781-891-2161**

Welcome & Bentley Core Values

FROM THE VICE PRESIDENT OF STUDENT AFFAIRS & DEAN OF STUDENTS

Dear Students:

Bentley is a community of students, faculty and staff who are committed to learning. To create the best environment for learning to occur, we as a community embrace the **BENTLEY CORE VALUES** to guide our conduct. This handbook enumerates, in great detail, how we as a community live out these values on a daily basis. It outlines the resources and opportunities provided to all students as well as the policies and procedures students are expected to follow. I encourage you to use this handbook as a resource during your time at Bentley.

As members of the Bentley community, we all have excellent resources available to us, from outstanding faculty, staff and students, to exceptional facilities and programs. It is important to understand the responsibilities that come with these resources. The handbook outlines responsibilities and expectations for how we treat each other, our facilities and ourselves. Our expectations are exceptionally high, both inside and outside of the classroom. By living out the **BENTLEY CORE VALUES**, your time at Bentley can be safe, secure and successful. The policies and procedures outlined in this handbook have been developed over time with input from all members of the Bentley community, including students.

Please feel free to make comments and suggestions. The Student Government Association and the Graduate Student Association provide students with a great venue to make suggestions and be involved. If you have any questions about the handbook or if I can be of assistance, please contact me at 781-891-2299.

Sincerely,

J. Andrew Shepardson

Vice President of Student Affairs & Dean of Students

THE BENTLEY CORE VALUES

Bentley is a community of students, faculty and staff who are committed to learning. To create the best environment for learning to occur, we as a community embrace these core values to guide our conduct:

CARING

We practice understanding, compassion and kindness. We recognize the whole person and their wellbeing, and we think beyond ourselves and our immediate goals to consider the impact our actions have on other people.

COLLABORATION

We welcome new perspectives as we work with others toward a common goal. We seek out opportunities for partnership and teamwork, readily sharing our knowledge and expertise with others.

DIVERSITY

We are all different and that makes our community stronger. We embrace and seek to understand those with different beliefs, backgrounds and life experiences. We celebrate those differences as opportunities to learn and grow. We protect and affirm the right of all people to be themselves.

HONESTY

We act with honesty and integrity in our academic, personal and professional affairs. We are dedicated to ethical and transparent behavior, and we hold ourselves accountable for our words and actions.

IMPACT

We recognize our potential to make a difference. We use the power of business and innovation to positively impact individuals, organizations and the communities we serve at home and abroad.

LEARNING

We are here to learn and develop. We are passionate about knowledge and want to continue to learn throughout our lives. We are eager and willing to try new experiences and ways of thinking. We appreciate that much of our learning will occur by interacting with others, inside and outside of the classroom.

RESPECT

We treat others as they would like to be treated. We recognize the inherent dignity and worth of all members of our community and strive to better understand and appreciate everyone. We are committed to keeping our community free of vandalism, hate speech, violence, and harassment

THE BENTLEY CORE VALUES IN ACTION

In our community, students, staff and faculty enact the Bentley Core Values in our words and actions daily.

Here are some examples of how you may see the Bentley Core Values in action:

- A student turns down the music they are playing when their roommate comes home and needs a quiet place to study.
- Students promote their growth and citizenship through engaging with Bentley's Center for Service Learning and Civic Engagement, and through other activities like Love Your Melon and Habitat for Humanity.
- Students challenge themselves to take classes that will develop their skills and knowledge rather than classes that seem like an "easy A."
- The Campus Activities Board looks out for their peers by providing food, snacks and water before, during and after their events.
- Student clubs and organizations work to make sure that any member of the community feels welcome and included at their events.
- Students recognize that wherever they are—on or off-campus, during the school year or over breaks—that they are a representative of Bentley University, and act as positive ambassador for our community.
- Students will hold each other accountable to do their best work, and to provide accurate and original work in group projects and presentations.
- A student seeks out a faculty or staff member to help a friend going through a difficult time.
- A student asks for help for themselves when they need, whether academic or otherwise.
- A student wants to better understand the experiences of others, so they participate in opportunities like intergroup dialogue, study abroad, or attending a Bentley Brave event.

Disclaimer

The Bentley University trustees reserve the right to modify or amend curricula, and change or modify aspects of university operations, as well as increase tuition and other charges without notice. Policies and regulations may be amended from time to time by action of the responsible bodies or persons without notice. The information contained in this student handbook was complete and accurate as of August 2019. Changes will be sent directly to students via e-mail and will be posted in the **ONLINE STUDENT HANDBOOK**. **This handbook is not intended to be a contract between the university and its students.**

PHOTOGRAPHY

Being a Bentley student means being part of a vibrant community in which many activities and events are constantly taking place. In order to capture the spirit of Bentley's students and the many opportunities for involvement present on Bentley's campus, Bentley frequently captures still photographs and video throughout campus and the many other places where Bentley students study, work, and recreate. As a Bentley student you agree that Bentley may capture and use your image in its communications, online or in print.

Specifically, you agree to the following:

I grant Bentley University (a) permission to capture my image in any media, including but not limited to photography, video and/or film, in public, in campus settings, or wherever Bentley University business is taking place and (b) the irrevocable right to use such images in any manner or media for university purposes, including but not limited to publicity and marketing. I hereby unconditionally release Bentley University and its employees and representatives from any and all liabilities, claims, and demands whatsoever, in law or equity, whether known or unknown, which I (or my heirs, assigns and/or representatives) ever had, now have, or in the future may have relating to the uses described herein.

Safety & Security

Members of the University Police are here 24 hours per day, 7 days per week to provide a safe and secure living, learning and working environment for the students, staff, faculty and guests of the university. They are sworn law enforcement officers and are available to assist with any and all safety concerns on campus. Even with full time police on campus, safety and security violations compromise and jeopardize the safety of other members of the campus community. Such violations include, but are not limited to: pulled fire alarms, tampering with fire safety equipment (including smoke detectors), failing to evacuate during a fire alarm and providing false identification. Bentley is not responsible for the loss, theft and/or destruction of student property, including motor vehicles. Therefore, students should have personal property insurance to cover loss of valuables from possible theft, flood and fire. Students should check their or their parents' or guardians' homeowners' insurance policy to see if personal property at the university is covered.

FIRE SAFETY VIOLATIONS

A false alarm is extremely dangerous as it may cause other students to ignore an actual fire. Tampering with fire alarms, extinguishers or other fire equipment is a violation of Massachusetts state law and can endanger the lives of fellow students as equally as setting a fire. Anyone causing a fire, activating an alarm unnecessarily or misusing or disabling any fire equipment may be expelled from Bentley University and may be subject to criminal prosecution. Fire alarms caused by careless cooking and/or dirty ovens are avoidable and therefore violators will be referred to the **CONDUCT SYSTEM**, with penalties ranging up to suspension from university housing.

FIRE ALARMS

In the event of a fire alarm, touch your door with the back of your hand to feel if it is hot and look underneath for any smoke seeping in. If it is safe to evacuate, leave the building immediately by way of the nearest exit. Staff members are not always around to assist with evacuation. Any student who does not leave a building when an alarm sounds is subject to severe disciplinary action up to and including suspension or expulsion.

FIRE DRILLS

Fire drills are conducted to familiarize everyone with the sound of the alarms. Use the emergency exits to evacuate the building safely. These drills are conducted in every building once each semester at various days and times. Remember, failure to evacuate when the alarm sounds is punishable by university disciplinary action (see **FIRE ALARMS** above). Members of the Residential Center staff and University Police will tour the buildings during a fire drill and report those who do not evacuate.

ID CARDS

Each student must have a valid Bentley ID card on his or her person at all times and show this card to university personnel upon request. University Police takes ID pictures and produces photo ID cards. Students, faculty and staff can possess only one ID card at a time. In the event that a "lost" card is found, you should destroy the old ID card by cutting it in half. The ID pictures are taken Monday to Friday, from 8:00 a.m. until 3:00 p.m. at the University Police Station. During non-business hours University Police staff are available to issue free temporary cards that will allow you building access until the Card Office is next open at which time you will need to return the temporary card and purchase a new Bentley ID.

There is a \$5 charge for the first lost card. Second and third replacement cards cost \$10 and all others \$25. Worn out or damaged IDs are replaced without charge. You must bring your damaged card with you when a replacement is made. ID cards are used for access into all locked buildings on campus, including the residence halls. University Police maintains records of access granted to all buildings. Transferring ID cards from student to student or from student to non-student is a violation of campus policy and subject to disciplinary action. This includes transferring IDs in order to gain access to dining services, the fitness center, or for any other reason.

Academic Programs, Policies & Procedures

The **UNIVERSITY CATALOGUE** serves as a student's academic contract with the university. Students should refer to the appropriate catalogue for information on academic programs and clarification of university academic policies.

RETURN TO STUDIES AFTER AN ABSENCE OF FIVE YEARS OR MORE

Undergraduate students requesting to return to Bentley to resume their studies after an absence of five years or more are subject to the degree requirements in place at the time of their return. When possible, credit for courses previously completed at Bentley will be applied to meet the new program degree requirements with review by relevant departments. Students returning to Bentley to resume their studies within the five year period may follow the degree requirements in place at the time of their original matriculation at Bentley

ACADEMIC PERFORMANCE STANDARDS

The academic performance committee monitors overall academic performance and accumulated failures. For details see the university catalogue: **UNDERGRADUATE/GRADUATE**.

SATISFACTORY ACADEMIC PROGRESS POLICY FOR FINANCIAL AID APPLICANTS

In order to remain eligible for assistance, financial aid applicants must meet standards of academic progress established in accordance with federal regulations. See the university catalogue for further details: **UNDERGRADUATE/GRADUATE**.

Other policies related to financial assistance, scholarships and federal financial aid may be found in the university undergraduate and graduate **CATALOGUES**.

UNDERGRADUATE COURSE AWAY POLICIES

The undergraduate Course Away Policy and forms can be found in the **UNIVERSITY CATALOGUE**.

- Courses must be approved in writing by the Office of Academic Services in advance of the course being taken.
- Full-time day students are permitted to take courses away only during interim periods between semesters (i.e., during summer and winter session).

Please Note: Permission to take courses outside of Bentley during fall or spring semesters will only be granted for students with extenuating circumstances and for compelling reasons. Requests to take courses during fall or spring semesters must be accompanied by an Academic Petition.

- For seniors intending to graduate in May and who are approved to take courses away in the Spring semester, official transcripts must be received in time to be processed prior to graduation. (Please see the Registrar's Office for deadlines and special instructions.)
- A minimum grade of 2.0 (C) must be earned in order for the course taken away to be eligible for course away credit.

Please Note: Only the course away credits (TR) will appear on your Bentley transcript rather than the actual grade.

- Once enrolled at Bentley, students can transfer in (through Course Away) up to 10% of their Bentley program from other institutions.

Please Note: Students must complete a minimum of 60 credits at Bentley to meet graduation requirements.

- Students may transfer no more than a total of 6 credits into their major.

- Students may transfer a maximum of 3 credits into a minor.
- Students taking courses at institutions outside of the United States, but in their home country, must have the courses reviewed and approved by Undergraduate Academic Services. Students taking courses at institutions outside of the U.S., but not in their home country, must have the courses approved by the Office of International Education.
- Courses must be credit-bearing courses and may not duplicate previous coursework. *Please Note: CEU (Continuing Education Unit) courses are not transferable.*
- Upper-level business courses must be taken at an AACSB-accredited college or university. For a listing of AACSB-accredited institutions, please see the AACSB website at [AACSB.EDU](https://www.aacsb.edu).
- **Students take courses elsewhere at their own risk.** Academic Services cannot guarantee that course content is 100% comparable to its Bentley equivalent. Students should exercise care as to whether they think courses taken elsewhere will offer the proper foundation for their subsequent coursework at Bentley.
- For seniors intending to graduate in May and who are approved to take courses away in the spring semester, official transcripts must be received in time to be processed prior to graduation. (Please see the Registrar's Office for deadlines and special instructions.)
- **General Business courses may not be taken away.** In addition, the following courses may not be taken away:
 - AC 340
 - CS 360 (CS majors)
 - COM 210 (IDCC majors)
 - EC 381 (EC majors)
 - EC 441 (EF majors)
 - FI 51 (FI & FA majors)
 - MK 400 (MK majors/minors; MEMK majors)
 - MG 240 (MG majors/minors)
 - MG 345 (MG majors/minors)
- Course Focus Requirements may not be transferred in.
- Students are encouraged to have alternative courses reviewed in the event that the first choice becomes unavailable.
- Course Away approvals apply to undergraduate program requirements only.
- Students considering graduate study at Bentley should consult their program requirements to assess if classes taken elsewhere meet graduate admission standards.
- For the Course Away Form to be considered complete, the form must be accompanied by the following:
 - A course description, and
 - A copy of the student's Degree Works Audit

Additional academic policies may be found in the university undergraduate and graduate catalogues:

[UNDERGRADUATE/GRADUATE.](#)

COURSE ATTENDANCE POLICY

For full semester courses, students (whether currently registered in the course or not) must start attending classes by the first class meeting after the add period ends.

An enrolled student who misses the first week of class and is not present at the first class meeting after the add period ends needs faculty and department chair approval to remain in the class. If the add period has ended, instructors

retain the right to deny admission to a course to any student who is not yet enrolled.

After a course has met for two weeks, students may not register for it, and may not start to attend classes, including those classes for which they are already registered. Instructors must report missing students as “no-shows” to the Registrar at the end of the second week of classes.

Exceptions to this policy can be made only in the following cases:

- The student has been attending one section of a course but needs to switch to another section.
- The student has been mistakenly placed in the wrong course and needs to be reassigned.

In such cases the exception will be made by the chair of the relevant department on a case by case basis.

- For intensive courses, a student who has missed the pre-session meeting must, prior to the first class meeting, get the instructor’s permission to attend. Students who are not present at the start of the first class may not thereafter attend.

Students who will be absent from class for an extended period of time (one week or longer) because of an emergency situation should immediately contact the Student Conduct Staff, the Health Center, the Center for Wellness Promotion, the Counseling Center and/or Academic Services for assistance.

ACADEMIC DIFFICULTIES

If a student is experiencing difficulty in a course, it is the student’s responsibility to contact the faculty member for advice and additional instruction. Faculty advisors, as well as representatives from Academic Services, Student Life and the Counseling Center are also available. It is the student’s responsibility to seek their aid.

REDUCED COURSE LOAD POLICY FOR INTERNATIONAL STUDENTS

Please note that Bentley students on F-1 or J-1 visas are subject to additional restrictions regarding course load requirements. Contact **CISS** for more information.

Academic Integrity

ACADEMIC INTEGRITY POLICY AND PROCEDURES

Bentley students and faculty are held to the highest standards of ethical behavior and moral conduct. Faculty are expected to adhere to Bentley's Ethics policy and the ethics conventions of their disciplines. Each student is expected to abide by the Honor Code and to become familiar with the entire academic integrity system.

Details may be found in the [UNIVERSITY CATALOGUE](#). Both undergraduate and graduate students adhere to the same academic integrity policies.

BENTLEY HONOR CODE

As a Bentley student, I promise to act honorably in my courses and my professional endeavors, adhering to both the letter and spirit of Bentley's academic integrity system. I will neither take advantage of my classmates nor betray the trust of my professors. My work will be honest and transparent, and I will hold myself and my peers accountable to the highest ethical standards.

Discontinuing Enrollment

WITHDRAWAL FROM THE UNIVERSITY

If a full-time student decides, for whatever reason, that they are permanently unable to continue attending Bentley, the student must officially withdraw from the University. The official withdrawal process is initiated by full time undergraduate students by contacting Student Affairs via GA_STUDENTAFFAIRS@BENTLEY.EDU.

Graduate students initiate the official withdrawal process by completing the ONLINE Leave of Absence/Withdrawal form located on the Graduate School website.

Mere absence from classes or exams is not an official withdrawal from Bentley, nor does it reduce financial obligations. The University's tuition refund policy is stated in the [HANDBOOK](#). Withdrawals from the University must be done by the last day to withdraw from a single course in the semester. Withdrawal from individual courses is a different procedure; all students process course withdrawals through [WORKDAY](#) or in person at the Office of the Registrar.

Since withdrawing is a permanent action, if a student who withdraws from the University wishes to return to Bentley, they must reapply.

LEAVE OF ABSENCE POLICY

A leave of absence is taken when students plan to pause their studies and resume them at a future date. A student may choose to take a leave for any number of reasons. While not actively engaged in coursework at Bentley, these individuals are considered to have a special student status and must be eligible to continue studies at Bentley upon their return. A student begins the formal leave of absence process with Student Affairs, via GA_STUDENTAFFAIRS@BENTLEY.EDU. Students may request to be placed on leave of absence for a period of up to two years, after which it becomes an administrative withdrawal. While on leave, students may not remain enrolled in any courses, participate in extracurricular activities at Bentley, or utilize University resources.

A leave of absence from the University must be completed by the last day to withdraw from classes. Students receiving financial assistance must consult with the Office of Financial Assistance if they plan to discontinue their studies at Bentley. Students on a leave of absence are responsible for reviewing the return from leave of absence policy below to ensure they meet all appropriate deadlines.

International students please note: International students on a leave of absence cannot stay in the United States. Any international students taking a leave of absence must meet with a member of the Center for International Students and Scholars.

Graduate Students please note: Upon admission to the McCallum Graduate School, all graduate students have five years in which to complete their program(s). Some students may find it necessary to interrupt their degree progress briefly due to short-term work, family or other obligations. In such situations, a leave of absence is not required for domestic students. (F-1 visa holders need to request a leave of absence regardless duration of time for leave of absence). A graduate student's active academic status will remain in place for two semesters — not counting summer and winter terms. If the nature of the interruption makes it likely the five-year deadline is unlikely to be met, a leave of absence should be considered. If a graduate student is considering a leave of absence, Graduate Student and Academic Services should be contacted to discuss the impact of a leave of absence on academic progression and access to University resources. For graduate students to request a leave of absence, the [ONLINE FORM](#) is located on the Graduate School website.

Medical Leave

The University recognizes that students may experience medical situations that significantly limit their ability to function successfully or safely in their role as students. In those situations, students should consider requesting a medical leave of absence, which permits students to take a break from University life and their studies, so that they may

receive treatment and later return to the University with an enhanced opportunity to achieve their academic and co-curricular goals.

While on medical leave, students are encouraged to focus on treatment as recommended for the physical or psychological health issues that precipitated their leave. Students on a medical leave may not remain enrolled in any courses or extracurricular activities at Bentley. Medical leaves initiated by a student may extend up to two years.

Returning from a Leave of Absence

Students returning from a leave of absence begin the process by submitting the University's Return/Readmit form to Student Affairs via GA_STUDENTAFFAIRS@BENTLEY.EDU. Forms must be received by Student Affairs no later than October 15 for a spring semester return, April 15 for a summer return, or May 15 for a fall semester return*.

Returning Semester	Deadline for Submitting Return/Readmit Form
Spring	October 15
Winter	October 15
Summer	April 15
Fall	May 15*

**Students who are hoping to register for Fall classes and housing at the initial registration periods should submit the Return/Readmit form prior to March 15.*

In addition to submitting the required Return/Readmit form by the appropriate deadline, a student who wishes to return to campus after a medical leave must also provide a letter from their treating provider. This letter must be in English on the provider's letterhead, outlining the student's readiness to return to the academic and campus environment. The letter from the treating provider should be received by Student Affairs at least three weeks before the student's scheduled return to campus. Students on medical leave who wish to return are subject to any conditions or restrictions outlined and agreed to prior to their leave. An opportunity for a conversation with the Care Team Case Manager will be provided to students returning from a medical leave in order to review their return plan as well as individualized resources available to them upon their return.

While not required, students returning from a personal leave may request a re-entry meeting with Student Affairs (781-891-2161) in order to help assist them with a successful return to campus.

Please Note: If a student is granted a medical leave after the last day to withdraw from courses, they must take a full semester off before returning to Bentley. The final day to have a medical leave processed for the current semester is Reading Day. Requests for a medical leave made after this deadline will only be considered for the following semester.

REFUNDS

All refund requests must be submitted in writing to the Registrar's Office, using the refund request form. Students who are disputing tuition charges must complete an academic petition form and submit it to the Office of the Registrar no later than the end of the following semester. Petitions received after the deadline will be referred to the Registrar's Office for review. All charges remain due until otherwise notified.

TUITION

Tuition withdrawal credits are made for full-semester courses, as noted in the academic calendar.

Please Note: Refer to academic calendar for specific refund dates and for courses other than full-semester. In case of withdrawal, scholarships initially credited toward tuition due are subject to the same withdrawal credit percentage as the tuition charge. In other words, there are no cash refunds of scholarships. In the event of disciplinary suspension or expulsion from the university, no refund of tuition charges will be made.

RETURN OF FUNDS POLICY FOR FEDERAL AID RECIPIENTS

A federal regulation specifies how universities must determine the amount of federal financial aid you earn if you withdraw from the university. The law requires that when you withdraw, the amount of federal aid that you have earned up to that point is determined by a specific formula. If you received (or had applied to your account) less assistance than the amount that you earned, you will be able to receive those additional funds. If you received more assistance than you earned, the excess funds must be returned. The amount of assistance that you have earned is determined by the percentage of the semester completed. For example, if you completed 30 percent of the semester, you earned 30 percent of the federal aid you were originally scheduled to receive.

Once you have completed more than 60 percent of the semester, you are considered to have earned all of your federal assistance. If you received excess funds that must be returned, Bentley must return a portion of the excess equal to the lesser of your qualifying institutional charges for the term multiplied by the unearned percentage of your funds or the entire amount of the excess funds.

If Bentley must return part of your financial aid and the removal of those funds from your account creates a balance due, you will be billed for this balance. If the university is not required to return all of the excess funds, you must return the remaining amount. Any loan funds that you must return, you (or your parent for a PLUS Loan) repay in accordance with the terms of the promissory note. That is, you make scheduled payments to the holder of the loan over a period of time.

If you are responsible for returning grant funds, you do not have to return the full amount. The law provides that you are not required to return 50 percent of the grant assistance that you receive that it is your responsibility to repay. Any amount that you do have to return is a grant overpayment and you must make arrangements with the Department of Education to return the funds.

Example: A student has tuition charges of \$10,480 and no room or board charges for the fall semester. The student pays \$7,813 toward the bill and the rest is covered by a federal Stafford loan for \$2,667. The student withdraws from the university after completing 40 percent of the semester. The student is considered to have earned 40 percent of the aid received or \$1,066. The remaining 60 percent or \$1,601, must be paid.

Withdrawal Percent of Tuition Charges to be Refunded Student Drops Below Full Time in Credits	
Date of registration through the drop/add period	100%
First full week of semester	100%
Second full week of semester	60%
Fourth full week of semester	40%
Fifth full week of semester	20%
After fifth week	No refund returned

Bentley will return \$1,601 of the loan from the student's account to the lender. This leaves an unpaid balance of \$1,601 on the student's account. The student will be billed by the university for this amount and is responsible for paying because not all of the aid used to pay the initial bill was considered to have been earned by the student.

For information regarding Room and Board refunds, see the [HOUSING POLICY SECTION](#).

STUDENT FINANCIAL SERVICES BILLING AND COLLECTION POLICY

Student Financial Services is responsible for billing and collecting fees for tuition, housing, meal plans, health insurance, computers, parking violations and any other applicable charges.

Our goal is to work with students and parents to resolve outstanding balances. We understand that students and their families may experience financial difficulties and it is important for those types of issues to be communicated to our office at an early stage. Bentley University offers payment plans to assist with the budgeting of the cost of education.

However, those plans are only available to students prior to the due date of their bill.

We URGE students and/or parents to contact our office prior to the due date of the bill to discuss any financial concerns that they may have. The earlier the issue is discussed the more tools we have to assist students in resolving the situation.

Bentley University recognizes that employers may pay some costs on behalf of students/employees. These agreements are made between the student and their employer and are not contractual agreements with the University. We do not bill companies/employers for student tuition. Students are expected to pay the balance due at the time of registration or by the due date for the semester.

- Bentley University does not accept foreign checks under \$250.
- Bentley University does not accept foreign currency traveler's checks.
- It is the student's responsibility to update Bentley University of address changes.

Each semester, all students are required to agree to the "Terms and Conditions of Payment Obligation" form prior to the start of classes.

If the balance is not resolved by the due date, a financial hold will be placed on the account. This financial hold will prevent students from registering for classes, changing their course schedule, participating in senior week activities, the graduation ceremony and from obtaining diplomas and/or transcripts. If applicable, the student may also be required to move out of housing.

Also, accounts with unresolved balances are subject to late payment fees of \$100.00 each.

If a balance remains unpaid the account will be assigned to the Bentley University Collection Department. If an acceptable payment arrangement cannot be reached, the account will be assigned to a collection agency. There are several consequences that accompany that action:

- The account will be reported in a default/collection agency status to the credit bureau. This may prevent the student from obtaining credit in the future.
- The student will be assessed collection fees between 25% and 50% and possible legal fees in addition to the outstanding balance owed to Bentley University.
- Any future classes that the student plans on taking at Bentley University must be prepaid (in full) via certified funds.

Please note, students that default on their Bentley University Perkins loan are subject to the following consequences:

- The loan will be reported in a default/collection agency status to the credit bureau. This may prevent the student from obtaining credit in the future.
- The student will be assessed collection fees between 25% and 50% and possible legal fees in addition to the outstanding balance owed to Bentley University.
- The student will not be eligible to obtain any title IV aid at any institution.
- The student is not eligible to receive a transcript from Bentley University and/or return to the University until the debt is resolved in full.
- Also, the loan could be assigned to the US Department of Education and subject to additional collection consequences such as: additional collection fees, wage garnishment, withholding of federal income tax refunds and litigation by the US Department of Justice.

Bentley Care Team

The purpose of the Bentley Care Team is to promote safety and wellbeing for the campus community. This multidisciplinary team accomplishes this by assessing and responding to non-emergency reports of concerning student behavior.

When someone shares a concern with the Care team, this report could be what helps get the student connected to the campus resources they need or provide the team with additional information about the student to help the team more appropriately reach out.

Community members who are concerned about a student are encouraged to talk with the student whenever feasible and then make a referral to an appropriate resource if necessary. Any direct conversation with a student can be supplemented by a referral to the Care Team and/or any resource on campus.

In cases of emergency, reporters must contact University Police (781-891-3131) for on-campus emergencies or 911 for off-campus emergencies FIRST if the person of concern poses an immediate threat to self or others or if the individual experiences a medical emergency. The Care Team plays a secondary role to all emergency circumstances and should be contacted only after initial emergency notifications are made.

To submit a Care report online, visit: WWW.BENTLEY.EDU/OFFICES/STUDENT-AFFAIRS/BENTLEY-CARES

RETURN FROM HOSPITALIZATION/INTENSIVE OUTPATIENT TREATMENT PROGRAM (IOP)

Students who are unable to attend class as result of a hospitalization or stay at a treatment facility, intensive outpatient program, or rehabilitation center and do not wish to take a medical leave of absence will work with the Care Team Case Manager for their return to campus. To help students be successful and feel supported, Bentley has outlined the following process.

The student or their treating provider must first contact the Care Team Case Manager stating their desire to return. Then, the student's treating provider must complete and sign the University's Return to Campus form, indicating that the student is ready to resume academic and social responsibilities of campus life. This form must be sent directly, via email or fax, from the student's treating provider to the Care Team Case Manager prior to the student's return to allow time to review the form and consult with various campus offices regarding the student's academic standing.

After the completed Return to Campus form is received, the student will meet with the Care Team Case Manager upon their return to campus. The purpose of this meeting is to determine whether the student will be permitted to return to the residence halls and/or coursework; any conditions that may be imposed as part of a return; whether the student will need to take a medical leave; or whether more information is needed, and to ensure the student is connected with appropriate resources on or off campus. A student cannot be discharged directly to Bentley University or return to campus until the student's treating provider has submitted the University's Return to Campus form and the student has a meeting with the Care Team Case Manager.

Disability Services

Bentley University, in accordance with the Americans with Disabilities Act (ADA), is committed to offering an accessible, equitable and inclusive learning environment for all students with disabilities. The Office of Disability Services provides reasonable accommodations and services that promote individual growth and self-advocacy. Through collaboration and innovative programming, the staff strives to inform and educate all members of the Bentley community and promote diversity that respects and appreciates disability.

The office works closely with undergraduate and graduate students with various types of:

- Learning disabilities
- Attention Deficit/Hyperactivity Disorder
- Mobility, visual and hearing impairments
- Medical conditions
- Psychiatric/psychological disabilities

The major components of these services include:

- Academic, residential and meal accommodations
- Assistance with accessibility issues
- Organization, time management, and study skills strategies

Individual advising and support services are tailored to each student's individual needs, and students are invited to take advantage of these services. In turn, staff will listen, guide and educate students on the full range of the accommodations and services available. Staff will also help evaluate students' strengths and weaknesses, thereby enabling them to make wise choices on an independent basis.

To register with Disability Services, students must submit a copy of their current documentation completed by medical professional to the mailing address below. The documentation must include a comprehensive assessment and should include recommendations for treatment.

For further information, visit [THE OFFICE OF DISABILITY SERVICES ONLINE](#).

OFFICE OF DISABILITY SERVICES

175 Forest Street
Jennison 336
Waltham, MA 02452
781-891-2004

Food Allergy Policy

Bentley University, in accordance with the Americans with Disabilities Act (ADA), believes that students with food allergies should reasonably and equally enjoy the university's food services and meal plans. Students who choose to live in a university residence hall or suite style accommodation are required to purchase a university meal plan. Students housed in those types of settings who have food allergies or other dietary restrictions, may request reasonable accommodations. Requests for such accommodations are made through the Residential Center and reviewed by the Housing & Meal Plan Medical Accommodation Committee.

Health Insurance

The Massachusetts Universal Health Care Act mandates that all students enrolled three-quarter time to full-time in a degree-granting program at all colleges and universities in Massachusetts participate in a qualifying health insurance program. The determination of full-time and part-time status is made at the end of the drop-add process. Students who are enrolled less than three-quarter time are not eligible for student health insurance. Therefore, all students enrolled three quarter time to full-time (both undergraduate and graduate, day and evening) will automatically be billed for student health insurance. That means nine or more credits for undergraduate students and 6.75 or more credits for graduate students.

Students who have comparable coverage (through themselves, parents or a family member) are not required to enroll in the student health insurance plan offered through Bentley but must complete a waiver form **ONLINE** every year they are enrolled. The online waiver must be received by August 1 for fall enrollments and by January 2 for spring enrollments. The fee for student health insurance will remain on your bill and you will be obligated to pay the amount in full unless a completed online waiver form is filled out.

Please Note: All international students and other non-U.S. residents are required to purchase the student health insurance plan offered by Bentley University and will automatically be enrolled in the plan. You do not need to take any action. If you have Embassy sponsored insurance, you may be eligible to waive the plan.

Please contact Student Financial Services at 781-891-2162 to discuss this option. If you are covered by a Massachusetts based Employer-Sponsored Insurance plan, please contact University Health Plans at 800.437.6448 to see if you qualify for an exception to this requirement.

Billing questions should be addressed to Student Financial Services at 781-891-2162. The student health insurance program is administered by University Health Plans. You can go to **WWW.UNIVERSITYHEALTHPLANS.COM** to learn more about the Bentley University student health plan including information about coverage, cost and benefits.

Religious Accommodations

Bentley University is committed to supporting a diverse and inclusive campus culture. We recognize the diversity of religious traditions represented in the campus community, and affirm the rights of students to receive accommodations for academic absences due to religious observances in accord with Massachusetts state law and **BENTLEY CORE VALUES**.

Massachusetts General Laws, Chapter 151C, Section 2B states:

Any student in an educational or vocational training institution, other than a religious or denominational educational or vocational training institution, who is unable, because of his religious beliefs, to attend classes or to participate in any examination, study, or work requirement on a particular day shall be excused from any such examination or study or work requirement, and shall be provided with an opportunity to make up such examination, study, or work requirement which he may have missed because of such absence on any particular day; provided, however, that such makeup examination or work shall not create an unreasonable burden upon such school. No fees of any kind shall be charged by the institution for making available to the said student such opportunity. No adverse or prejudicial effects shall result to any student because of his availing himself of the provisions of this section. A copy of this section shall be published by each institution of higher education in the catalog of such institution containing the list of available courses.

Rights Regarding Educational Records Bentley University Policy

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

This policy is issued in compliance with the regulations established by the Department of Education, 20 C.F.R. Part 99.7, for the university's implementation of the Family Educational Rights and Privacy Act, 20 U.S.C. 1232g, also known as FERPA. This policy is also guided by the laws in the Commonwealth of Massachusetts concerning privacy. The university has established strong policy guidelines that support its adherence to the FERPA and protect the rights of students, except under certain circumstances stated in the statute and its regulations and as noted below.

Please Note: Students and their legal guardians receive notice of FERPA and their rights under FERPA through the electronic publication of the Student Handbook each academic year.

ACCESS/AMENDMENT TO EDUCATIONAL RECORDS

Students and eligible parents have the right to access the student's educational records upon written request to the Student Conduct Staff. An exception to this policy is made for requests from students or others for transcripts and degree information which may be made directly to the Office of the Registrar. Requests for disclosure of educational records may be made by electronic signature when available. Each department/division of the university will determine if it will assess fees for copies of an educational record or transmission of an educational record to another party. All requests for changes to a student's educational record must be made in writing to the vice president for student affairs.

LOCATION OF EDUCATIONAL RECORDS

Educational records may be kept by the registrar; each committee, board and department of the university; and by faculty and staff of the university in paper or electronic form.

DIRECTORY INFORMATION

Unless otherwise requested by the student, Bentley (Information Desk, Registrar's Office, Dean's' office, etc.) may release to the public student data considered "directory information." If a student desires that directory information not be released, it is his or her responsibility to notify the Registrar's Office in writing.

Please note that students do not have the flexibility of choosing to release or not release particular items defined as directory information. Bentley will not sell or give directory information for commercial purposes to external vendors who are not affiliated with the institution. The university may use all directory information for operations of student organizations or university-sponsored functions.

Directory information, as defined by the Family Educational Rights and Privacy Act, includes the following information relating to a student: name, address, e-mail address, photograph, telephone number, date and place of birth, class, enrollment status, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, academic honors, degrees and awards received and the most recent previous educational agency or institution attended.

DISCLOSURE WITHOUT CONSENT-STATUTORY EXCEPTIONS

The statute provides that under a number of circumstances, the university will disclose educational record information to other persons/entities without seeking prior consent or notice to a student or eligible parent. Such examples include

but are not limited to: certain subpoenas and court order; accrediting organizations; requests in connection with a student's application for financial aid; certain requests from federal, state or local authorities; and disclosure to other "university officials" who "have legitimate educational interests" in the information and records. "University officials" include the officers and directors of the university; all members of the administration, faculty and staff; persons serving on conduct, promotion and academic boards and committees; and any professional providing assistance to the university (such as lawyers, accountants, law enforcement personnel and medical personnel).

The university has determined that there are certain persons who have the right to review a student's educational records and personally identifiable information in every case: officers of the university, provost and the deans. Other university personnel will have access to educational records and personally identifiable information in circumstances where the Dean of Student Affairs or his or her designee, concludes based upon the information available to him or her at the time of the decision, that the disclosure of the records and/or information will assist the university in making decisions concerning a student's academic status or standing at the university or the health, safety or well-being of a student or other members of the university community. The Dean of Student Affairs or his or her designee reserves the right to contact parents of a dependent student when it has been determined that the student's success is at risk.

COMPLAINT PROCEDURE

Students have the right to file a complaint concerning any alleged failure on the part of Bentley to comply with the Family Educational Rights and Privacy Act with the:

FAMILY POLICY COMPLIANCE OFFICE U.S. DEPARTMENT OF EDUCATION

400 Maryland Avenue, SW
Washington, D.C. 20202

Phone: 1-800-USA-LEARN (1-800-872-5327)

DRUG AND ALCOHOL VIOLATIONS

The university may inform parents or legal guardians of the student's violation of federal, state and local laws and university rules and regulations concerning drug and alcohol use and possession.

HEALTH AND SAFETY EMERGENCIES

The university may disclose educational records and personally identifiable information to members of the university community, professionals assisting with the university, law enforcement personnel and others when it determines, based upon the information available at the time, that there is an articulable and significant threat to the health and safety of a student or others and that the disclosure will aid the university in addressing the health and safety threat or emergency.

RESULTS OF DISCIPLINARY PROCEEDINGS

The university informs victims of any crime of violence or non-consensual sexual misconduct of the final results of a disciplinary proceeding and the action taken against the perpetrator student when the proceeding finds a violation.

CULTURAL DIVERSITY

Bentley is committed to offering a quality education to individuals of all identities. Preparing students to function in an international business environment necessitates providing a culturally diverse educational environment. A diverse student population enriches each student's educational experience, offering the opportunity to interact with students of different races, cultures, religions, sexual orientation, gender identities/expressions, states and countries.

RESPONSIBILITIES

Attendance at Bentley bears with it responsibilities not only to obey the laws of the Commonwealth, including those that may differ from the laws in a student's home state and applicable federal laws, but also to adhere to the rules of the university, to the standards of the community and to respect the rights of others. If a student's actions on or off campus should result in a violation of Massachusetts law or federal law, he or she may incur penalties as prescribed by civil authorities. While university authority will not be used to duplicate the function of the civil and/or criminal courts, its conduct process may be invoked independently of the courts. Students are responsible for their own behavior. Should a student's behavior be found unacceptable by the **CONDUCT SYSTEM** on campus, he or she may be warned or sanctioned according to the nature of the violation, up to and including expulsion from the university.

JURY DUTY

Any person who has resided in Massachusetts for more than 50 percent of the year (even if they aren't a permanent resident) is eligible to serve jury duty. Those chosen for jury duty are selected randomly by a computer from population lists of each city and town in Massachusetts obtained through a census. The court provides a detailed information booklet on qualification and permitted exceptions and a number to call if you have any questions.

Code of Conduct

STUDENT RIGHTS AND RESPONSIBILITIES

At Bentley, a student is considered to be anyone who is currently enrolled in undergraduate or graduate coursework at Bentley, whether it be full or part time, remote, or in person.

Bentley adheres to the following basic values:

- A respect for the rights of each person
- A commitment to treat each person as an individual
- An acceptance and appreciation of the cultural differences among individuals
- A respect for the worth and dignity of each person
- A belief that education and experience provide the potential for continuous growth
- A commitment to approaching student interaction as an opportunity for education

Bentley students have a responsibility to behave in ways that promote the safety of all individuals within the university community. Questions regarding rights, and responsibilities should be directed to the Dean of Student Affairs.

Rights

Rights of freedom of speech, freedom of association, freedom of thought and freedom of privacy as a Bentley student are coextensive with the rights of any other citizen except where otherwise indicated. However, there are certain responsibilities that are “assumed” by each student as a member of the Bentley community. It is impossible to list every right and responsibility. Some of the more important ones are as follows:

- Freedom of Association
- Freedom of Petition
- Freedom of Speech
- Freedom of Assembly
- Freedom of Protest
- Rights Regarding Educational Records
- Cultural Diversity

Free Expression and Assembly Policies

These policies have been developed to cultivate a campus environment that embraces free speech, diverse thoughts and opinions and the development of new perspectives. Freedom of expression is understood by the University as the right to express one’s ideas and opinions freely through speech, writing, and other forms of communication but without deliberately causing harm to others’ character and/or reputation by false or misleading statement. We encourage you to read through these policies to learn about your rights and responsibilities regarding free expression and assembly. If you have question, or are seeking support in finding your voice or planning a campus event, you are encouraged to reach out to the following campus offices as starting place:

- Student Programs and Engagement
- The Multicultural Center
- The Center for International Students and Scholars
- The Spiritual Life Center
- Student Conduct
- The Residential Center

Free Speech

Bentley University supports every individual's right to freedom of expression consistent within the context (e.g. the classroom, public spaces, residence hall rooms) in which the expression is made. Bentley also recognizes the importance of fostering a culture of inclusivity and civility that is a cornerstone for the accomplishment of its educational goals.

Visual and/or aural demonstrations, depictions, or conduct that may be offensive to an individual will not be restricted within the classroom when there is a legitimate pedagogical context. Legitimate pedagogical context occurs when the material has an appropriate connection to course subject matter. Similarly, campus discourse on topics of political, artistic or social issues that are conducted consistent with the nature of the forum and reasonable institutional limitations (registration to use space, time, and place and manner regulations) that are clear and unambiguous will be supported.

We acknowledge that speech and expression is not free from consequence. Expression that is severe, persistent, or objectively offensive, that is directed toward an individual or based upon their protected status (e.g., basis of race, color, religion, sex, sexual orientation, gender identity and/or expression, marital status, age, national origin, citizenship status, disability, genetic information, military or veteran status.) and has the effect of limiting or denying educational or employment access, benefits or opportunities is not a protected form of speech or expression and can form the basis of a violation of campus policies. Other limitations on free speech include: endangering someone or threatening them; inciting violence; using "fighting words" (words expressing an insult, especially of an ethnic, racial, or sexist nature) directed at an individual or group that directly or indirectly provoke violence; defamation; obscenity; and expression that has a discriminatory effect such that it limits or denies someone's educational or employment access, benefits and/or opportunities. Any instances of such expression can form the basis of a violation of campus policies and will be referred to the student **CONDUCT SYSTEM**.

Guest Speakers Policy

It is the policy of the campus to foster a spirit of free inquiry and to encourage the timely discussion of the broad range of issues that concern our community, provided that the views expressed are stated openly and are subject to respectful critique and dialogue.

An invited presenter, performer or speaker is a person or group invited by, or on behalf of, University academic or administrative units or a recognized student organization to give a speech, lecture, musical or artistic performance, or other live presentation on campus or at a University facility.

Recognized student organizations seeking to bring an invited speaker to campus must follow all policies outlined in the Student Organization Guide Book, which outlines the requirements for obtaining funding, receiving event approval (i.e. including space reservation and security needs) from the Cooperative Programming Board and ensuring a safe and orderly event. It must be clear that the student organization, not the University, is extending the invitation and that any views the speaker may express are their own and not those of the University.

Peaceful Protests, Demonstrations and Organized Marches

Recognizing the rights of free speech and peaceful assembly as fundamental to the democratic process, the University supports students and student groups/organizations in expressing their views or to peacefully protest and peacefully dissent against actions and opinions with which they disagree. A campus environment that is diverse in all its forms enriches our lives and provides students the broad range of experiences which are so necessary for deep personal and professional growth and development.

This philosophy is consistent with our **BENTLEY CORE VALUES**, where all voices are treated with respect, civility and inclusion. Interacting daily with people whose backgrounds and beliefs may be different than our own benefits each and every one of us. Such interaction enhances who we are and what we have to offer to one another - inside and outside of the classroom, in the residence halls, across the campus, in our own local communities, and in the workplace. It leads to ethical decision making based in broad, multiple perspectives and prepares us for empathetic and engaged citizenship as members of an ever-evolving and global society.

In order to assure equal opportunity for all, promote civility, adhere to the University's values, and provide a secure, safe

environment these events must be approved. Student Groups, per the Student Organization Guidebook, must receive approval from the Cooperative Programming Board at GA_SPE@BENTLEY.EDU. The staff that chair the Cooperative Programming Board can assist students in reviewing the guidelines the University has established for these events. Individuals seeking to access their rights under this policy must contact staff in **Student Programs & Engagement** and **Student Conduct** who will jointly review these requests and are designated approvers for these requests. At minimum, the following considerations should be made:

- The open areas designated for peaceful protests, speeches, marches, and demonstrations are 1) The Collins Greenspace and 2) Academic Quad. Both spaces are regularly used as gathering areas for campus events and activities and are prominent places in the daily life of the Bentley community.
- Student Programs & Engagement, acting on behalf of the Vice President for Student Affairs, requires that students and student groups/organizations interested in the use of these areas to register with the professional staff of Student Programs & Engagement, located on the third floor of the Student Center.
- Organized marches traveling throughout other areas of campus must be coordinated with University police prior to the event.
- All structures, signs, and litter resulting from the activity must be removed from public areas by the end of the event. All sponsors of events may be subject to costs for cleanup or repair of University property resulting from the participants in the event.
- Failure to adhere to these guidelines will result in a referral to the student **CONDUCT SYSTEM** and may result in an interim removal from campus if the Vice President for Student Affairs, Executive Director of Public Safety (or designee) finds that the speech, march, or demonstration 1) creates significant hazards to the public; 2) includes language or conduct that is so severe, pervasive, and objectively offensive that it denies or limits an individual's ability to work, or participate in, or benefit from, an educational program or activity; or 3) excessively interrupts or interferes with the orderly and peaceful conduct of the University. In the interest of allowing equal time for all points of view, the University may consider other limitations on the time, place, and manner of the speech.

Expectations

In order to ensure that the students and student groups/organizations exercising freedom of expression do not interfere with the operation of the University, or rights of others, the following expectations are required:

1. Events that may obstruct vehicular, pedestrian, or other traffic must be approved in advance by the Executive Director of Public Safety (or designee).
2. Use of sound amplification on campus is regulated and must be approved in advance by the Executive Director of Public Safety (or designee).
3. Events must not result in the obstruction of entrances or exits to buildings.
4. Events must not interfere with educational activities inside or outside of campus buildings.
5. Any form of harassment of passersby or other disruptions of normal activities is prohibited.
6. Events must not obstruct safe access and participation in scheduled University ceremonies or events.
7. Malicious or unwarranted damage to, or destruction of, property owned or operated by Bentley or by students, faculty, staff, or visitors to the University is prohibited. Students or student groups/organizations causing such damage will be referred to the student **CONDUCT SYSTEM**.
8. Students and/or student groups/organizations are required to comply with all applicable state and Federal laws as well as the Student Handbook policies. Students and/or student groups/organizations who do not comply will be referred to the appropriate disciplinary action.
9. A peaceful protest, outdoor speech or demonstration may invite another form of protest. When these occasions arise, the expression of all parties is important. Please note that a separate protest area may be designated by the University for those persons with views that differ from the views held by the event organizers.
10. Exceptions to this policy may be appealed to the Directors of Student Programs & Engagement and Student Conduct.

Alcohol, Marijuana and Other Drug Policies

ALCOHOL

Bentley supports the observance of all laws and regulations governing the sale, purchase, serving and consumption of alcoholic beverages by all members of the community and expects that these laws are adhered to at all events associated with the university, both on and off campus. The university does not intend through its policies to restrict responsible use of alcohol by members of the university community who are of legal drinking age in Massachusetts. In general, the following behaviors are prohibited under Bentley's alcohol and other drug policies:

- Driving under the influence of alcohol
- The purchase of alcohol by and for individuals under the legal drinking age
- The procurement of alcohol through illegal means
- Public intoxication
- Being placed in protective custody due to overconsumption of alcohol
- The serving of alcohol to people who are either underage, incapacitated or visibly intoxicated.

Use of Alcohol in the Residence Halls

- Residential students may possess alcohol in their room/suite/apartment provided they are of the legal drinking age in the state of Massachusetts.
- Common sources of alcohol such as kegs and beer balls are prohibited from the residence halls with the exception of registered kegs for registered parties. Please refer to the **PARTY POLICY** below for further information. Any unregistered keg found on campus or being transported through campus grounds is assumed to have been procured for consumption on campus and the owner(s) and/or student(s) in possession is subject to penalties imposed by Bentley. Students are fined, in addition to other sanctions, on a per-person/per-keg basis (additional fines such as those for unregistered parties may be added).
- Containers of alcohol (either empty or full) found on campus or being transported through campus grounds are assumed to have been procured for consumption on campus and the owner(s) and/or student(s) in possession is subject to penalties imposed by Bentley.

Registered Party Policy

Registered parties are defined as events with up to 45 invited guests. They must be completely contained in the apartment. All parties must be registered. Apartment-style dwellings are the only type of accommodations where parties are allowed. Party-eligible apartments are located only in the following buildings: Collins, Falcone, Boylston A and B Orchard North and South and Rhodes.

In order to have alcohol at a party, the apartment residents must follow these guidelines:

- Each apartment resident must attend a party registration workshop run by the Residential Center.
- At least half of the residents are 21 years of age (i.e. a five person apartment must have three people 21 years of age).
- The primary host is 21 years of age.
- Each apartment resident must be in good standing (not on a current sanction). Registration of a party may be declined due to current conduct record.

- Each apartment resident must sign the party registration form. The laws of the Commonwealth especially pertain to the serving of minors. Sponsors are responsible for ensuring that alcohol is not served to anyone less than 21 years of age. Knowingly or unknowingly serving alcohol to a minor is a violation of state law and Bentley University policy. Should such a violation be discovered, action within the **CONDUCT SYSTEM** will ensue.

In Addition:

- Gatherings of more than 45 people are not allowed. Registered parties are not permitted during early move-in periods, interim housing, vacations, and nights before classes or anytime during finals. Only a limited number of parties are allowed on each floor and in each building. This number is determined on a per-building basis and is subject to the approval of the Residential Center. Additionally, each party-eligible apartment may only register for as many as eight parties per semester.
- Registered parties must be registered with the Residential Center by 4:00 p.m. on the Thursday prior to the party. Registered parties must comply with any request made by other residents to lower the noise level. Parties must end by 1:30 a.m., at which time quiet hours begin.
- Nonalcoholic beverages and food must be available for the duration of the party. Any damage done in the vicinity of the apartment is billed back to the apartment residents.
- This may include other floors and stairwells. It is the responsibility of the party hosts to ensure that a party is “responsibly run.” A “responsibly run” party is one that:
 - Complies with all items on the party registration form, including no service of alcohol to minors.
 - Abides by the stipulations put forth in the party registration workshop.
 - Adheres to all alcohol policies and procedures.
 - Stops consumption of alcohol by an individual who is obviously intoxicated. Registered parties with alcohol are limited to one keg or 12 750ml bottles of wine for the duration of the party.
- At the end of the event at 1:30 a.m., that keg may not be used or tapped on campus again. A keg may only be brought on campus the day it is to be used at a registered event. Kegs must be removed from campus the day following the event for which they were registered.

Failure to comply with party registration guidelines may result in immediate revocation of party privileges.

Unregistered Parties

Unregistered parties are events where there are more people present than the room, suite or apartment occupancy allows (halls 20 or less, suites 20 or less, apartments 30 or less) and one or more alcohol policy violations are present. The Residential Center staff responds to apartments and rooms whose residents are hosting unregistered parties. Residents of the room will be referred to the **CONDUCT SYSTEM** for appropriate action.

Party Registration Workshops

At the beginning of each semester, a schedule of party registration workshops will be made available. All the residents of an apartment must be of legal drinking age and successfully complete one of these workshops to be eligible to register private parties in the apartment. Workshops will be held several times each semester. Contact the Residential Center for more information.

Penalties for Violations of Alcohol Regulations through Bentley’s Conduct System

Student penalties for violating campus alcohol policies are levied on a per-person basis. Students whose use of alcohol results in harm or the threat of harm to themselves, others, or to property, regardless of the location of the incident, may face disciplinary action up to and including expulsion. Commonly imposed for alcohol policy violations include but are not limited to the following. Descriptions of these sanctions can be found on **PAGE 37** of the handbook.

- Written warnings

- Probations
- Monetary fines
- Parental notification
- Educational program referrals including the Electronic Check up to Go, AlcoholEdu for Sanctions and BASICS programs
- Medical administrative follow up for students who are hospitalized for acute toxicity or related injury
- Community based projects
- Suspension or expulsion from housing or the university

All community members are subject to Massachusetts Laws regarding alcohol use. Students who are in violation of Massachusetts laws regarding the use of alcohol also may be subject to action through the **BENTLEY STUDENT CONDUCT SYSTEM**. Information about the following are applicable Massachusetts laws and sanctions:

Penalties for Violations of Alcohol Regulations in Massachusetts

State Law Prohibits:	Sanctions for Violations
Driving under the influence of alcohol or other drugs	1st offense fine of \$500-\$5,000 and/ or imprisonment for up to 2.5 years 2nd offense fine ranging from \$600-\$10,000 and imprisonment for 60 days to 2.5 years 3rd offense fine ranging from \$1,000 to \$15,000 and imprisonment for 2.5 to 5 years Individuals under the age of 21 whose blood alcohol content is .02 or greater or who refuse to consent to a blood alcohol analysis, shall also lose their license for 180 days.
Provision of alcohol to minors	Up to \$2,000 fine and or imprisonment up to 1 year
Underage purchase or attempt to purchase alcohol	\$300 fine and license suspension for 180 days
False identification possession and use to procure alcohol	\$200 fine and or imprisonment up to 3 months
Underage possession of alcohol	\$50-\$150 fine and license suspension for 90 days

MARIJUANA

Under the Drug Free Schools and Communities Act, colleges and universities that receive federal funds must adhere to federal drug policies. This means although Marijuana use is legal for both medicinal use and recreational use (for persons over the age of 21) in the state of Massachusetts, use of Marijuana is still prohibited on Bentley University property and at University Sponsored events. The following are prohibited under our Marijuana policy:

- Possession of marijuana, marijuana paraphernalia, edibles and marijuana derivatives
- Consumption of marijuana and marijuana derivatives
- Distribution of marijuana, marijuana paraphernalia and marijuana derivatives
- Being placed in protective custody due to overconsumption marijuana or other drugs

Penalties for violating Marijuana Policy at Bentley

Student penalties for violating campus marijuana policy are levied on a per-person basis. Students whose use of marijuana results in harm or the threat of harm to themselves, others, or to property, regardless of the location of the incident, may face disciplinary action up to and including expulsion. Sanctions commonly imposed for marijuana policy violations include but are not limited to:

- Written warnings
- Probations
- Monetary fines
- Parental notification
- Educational program referrals including MARIJUANA 101 and BASICS for Marijuana
- Medical administrative follow up for students who are hospitalized for acute toxicity or related injury
- Community based projects
- Suspension or expulsion from housing or the university

Any drug paraphernalia found on campus will be confiscated and destroyed by University officials.

Students are responsible for understanding STATE and federal laws regarding Marijuana. Students found in violation of Massachusetts and Federal Marijuana Laws may also be subject to action through the BENTLEY STUDENT CONDUCT SYSTEM. The following are applicable Massachusetts and Federal laws and sanctions regarding Marijuana use:

State Law Prohibits:	Sanctions for Violations	
Driving under the influence of marijuana	1st offense fine of \$500-\$5,000 and/or imprisonment for up to 2.5 years 2nd offense fine ranging from \$600-\$10,000 and imprisonment for 60 days to 2.5 years 3rd offense fine ranging from \$1,000 to \$15,000 and imprisonment for 2.5 to 5 years	
Possession of more than 1 ounce of marijuana	\$100 fine and forfeiture	
Public consumption of marijuana	\$100 fine and forfeiture	
Possession of marijuana in a motor vehicle	\$500 fine and forfeiture	
Underage possession of marijuana for recreational use	\$100 fine, parental notification, educational referral	
Sale and Distribution of marijuana (Trafficking)	50-100lbs: mandatory minimum term of imprisonment for 1 year (or greater) and fine between \$500 and \$10,000 Greater quantities carry larger imprisonment terms and fines	
Federal Law Prohibits:	Sanctions for Violations	
Possession of any amount of marijuana	<ul style="list-style-type: none"> ■ 1st offense maximum fine \$1,000 and maximum imprisonment up to 1 year ■ 2nd offense maximum fine of \$2,500 and imprisonment minimum of 15 days up to 2 years ■ 3rd offense maximum fine of \$5,500 and imprisonment minimum of 90 days up to 3 years 	
Distribution and Cultivation of Marijuana	1000 kg or more or 1000 or more plants	Not less than 10 years prison, not more than life. Fine up to \$10 million for an individual
	100-999 kg of marijuana or 100-999 plants	Not less than 5 years prison, not more than 40 years. Fine up to \$5 million
	50-99 kg of marijuana, 10+ kg of hashish, 1kg +of hashish oil, or 50- 99 marijuana plants	Up to 20 years imprisonment. Fine up to \$1 million
	50 kg or less or 1-49 marijuana plants	Up to 5 years imprisonment. Fine up to \$250,000

OTHER DRUGS

The sale, possession, manufacturing or distribution of any illicit drug is a criminal offense and prohibited at Bentley. In addition, selling or distributing of your prescription medications to another person is prohibited. Further, it is a violation of University policy to possess or consume someone else’s prescribed medication. Illegal use, possession or supply of drugs or drug paraphernalia will result in disciplinary action by the university and/or criminal prosecution.

Penalties for Violating Other Drugs Policies

Sanctions for other drug violations are levied on a per-person basis and may include suspension or expulsion from university-owned housing, suspension or expulsion from Bentley, parental notification and/or fines ranging up to \$1,000. Any drug paraphernalia found on campus will be confiscated and destroyed by University officials.

Students violating drug policies may also face criminal persecution. The following details penalties for first offenses under Massachusetts and Federal law.

State Law Prohibits:	Sanctions for Violations
<p>Driving under the influence of other drugs</p>	<p>1st offense fine of \$500-\$5,000 and/or imprisonment for up to 2.5 years</p> <p>2nd offense fine ranging from \$600-\$10,000 and imprisonment for 60 days to 2.5 years</p> <p>3rd offense fine ranging from \$1,000 to \$15,000 and imprisonment for 2.5 to 5 years</p>
<p>Unlawful manufacturing, distribution and dispensing of drugs</p>	<p>Class A & B Substances: fine of \$1,000-\$10,000 and/or imprisonment up to 2.5 years</p> <p>Class C Substances: fine of \$500-\$5,000 and/or imprisonment up to 2.5 years</p> <p>Class D Substances fine of \$500-\$5,000 and imprisonment up to 2 years</p> <p>Class E Substances fine of \$250 to \$500 and/or imprisonment up to 9 months</p> <p>Penalties are greater if intention to distribute is to someone under 18 years old</p>

Denial of Federal Aid (20 USC 1091)

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

Forfeiture of Personal Property and Real Estate (21 USC 853)

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking (Sale/Distribution) Penalties (21 USC 841)

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following table is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.

Drug/Substance	Amount	Penalty - 1st Conviction
Barbiturates	Any Amount	Up to 5 years prison. Fine up to \$250,000
Cocaine	5 kgs. or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	Less than 100 grams	10-63 months prison. Fine up to \$1 million
Crack Cocaine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	5-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	5 grams or less	10-63 months prison. Fine up to \$1 million
Ecstasy	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
GHB	Any amount	Up to 20 years imprisonment. Fine up to \$1 million. 3 years of supervised releases (following prison)
Hashish	10-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	10 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Hash Oil	1-100 kg	Up to 20 years imprisonment. Fine up to \$1 million.
	1 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Heroin	1 kg or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	100-999 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	100 grams or less	10-63 months prison. Fine up to \$1 million
Ketamine	Any amount	Up to 5 years imprisonment. Fine up to \$250,000. 2 years supervised release
LSD	10 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	1-10 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million

Drug/Substance	Amount	Penalty - 1st Conviction
Marijuana	1000 kg or more	Not less than 10 years prison, not more than life. Fine up to \$10 million
	100-999 kg	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	50-99 kg	Up to 20 years imprisonment. Fine up to \$1 million
	50 kg or less	Up to 5 years imprisonment. Fine up to \$250,000
Methamphetamine	50 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-49 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
PCP	100 grams or more	Not less than 10 years prison, not more than life. Fine up to \$4 million
	10-99 grams	Not less than 5 years prison, not more than 40 years. Fine up to \$2 million
	10 grams or less	10-21 months prison. Fine up to \$1 million
Rohypnol	1 gram or more	Up to 20 years imprisonment. Fine up to \$1 million
	less than 30 mgs	Up to 5 years imprisonment. Fine up to \$250,000

Federal Drug Possession Penalties (21 USC 844)

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to \$250,000, or both if:

- A. It is a first conviction and the amount of crack possessed exceeds 5 grams;
- B. It is a second conviction and the amount of crack possessed exceeds 3 grams;
- C. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

Alcohol, Marijuana and Other Drug Information

ALCOHOL, MARIJUANA AND OTHER DRUGS: RISKS OF USE AND RESOURCES

There are academic, social, financial and legal risks with the use of legal and illegal substances. In accordance with the provisions of the Drug Free Schools and Communities Act, the following content provides an overview of these risks and campus and community resources.

ALCOHOL USE: ACADEMIC, HEALTH AND OTHER RISKS

Bentley supports the observance of all laws and regulations governing the sale, purchase, serving and consumption of alcoholic beverages by all members of the community and expects that these laws are adhered to at all events associated with the university, both on and off campus. Included among these laws are those that govern driving under the influence of alcohol, the purchase of alcohol by and for individuals under the legal drinking age, the procurement of alcohol through illegal means, public intoxication and the serving of alcohol to people who are either underage or intoxicated. The university does not intend through its policies to restrict responsible use of alcohol by members of the university community who are of legal drinking age in Massachusetts. Penalties for violating the alcohol policy of Bentley include but are not limited to warnings and probations, fines, educational seminars, parental notification and educational community service projects. It is hoped that education will help students understand more about the residual effects of alcohol both physically and socially. Alcohol violations may also result in suspension or expulsion from the university. Penalties are levied on a per-person basis.

The abuse of alcohol is a concern for colleges and universities nationally. The risk of health and academic problems is greater in students who consume alcohol in higher frequencies and quantities. Current research indicates that risk is lower when Blood Alcohol Content or B.A.C. is lower than .08. For most men, consuming less than 5 standard drinks in one sitting and for most women consuming less than 4 standard drinks in one sitting will limit risk. A standard drink is equal to 12 ounces of beer, 5 ounces of wine or 1.5 ounces of 80 proof liquor. Since the effects of alcohol vary by individual, this does not mean consuming these or amounts or lower amounts will prevent all negative consequences. In addition to limiting quantity and frequency of alcohol consumption, students who avoid taking shots and pre-gaming, or who alternate with non-alcoholic beverages also report they experience fewer negative consequences from alcohol.

Multiple research studies indicate the following academic impacts from alcohol use:

- Higher risk consumption negatively impacts class attendance
- Higher risk consumption negatively impacts time students spend studying outside of class
- There is an inverse relationship between high risk drinking and GPA

Consuming alcohol can result in a variety of health concerns. In the immediate, over intoxication can lead to negative health consequences like vomiting, blackouts (memory disruptions) and hangovers. As a depressant, alcohol also contributes to impaired cognitive and physical functioning that may result in poor decision making, a decrease in reaction time, slurred speech, impaired vision and loss of balance. For some people, alcohol can also make them more aggressive. Such disruptions can cause unintentional injuries from falling or aggressive behaviors including physical altercations. Impaired thinking may lead to risky sexual behavior including unprotected sex. Excessive consumption may cause cardiac disruptions and alcohol poisoning, a very serious condition that can cause death.

Consistent heavy and higher risk consumption contributes to the development of Alcohol Use Disorder (AUD). About 1 in 5 college students actually meet criteria for AUD. Long term excessive use also contributes to chronic diseases such as cirrhosis of the liver, pancreatitis, a variety of cancers, and high blood pressure. Neurological problems such as dementia or stroke are also possible. Excessive alcohol use can also be correlated with psychiatric problems such as anxiety or depression.

Legal Risks

Legal and social risks also exist. These include conflicts with family or friends, driving under the influence of alcohol, as well as vandalism, property damage, and involvement with the police or university officials for violation of federal, state, municipal or university policies.

Penalties for Violation of campus alcohol policies may include but are not limited to warnings and probations, fines, harm reduction focused educational programs, parental notification and educational community service projects. Students who are in violation of Massachusetts laws regarding the use of alcohol also may be subject to action through the **BENTLEY STUDENT CONDUCT SYSTEM**.

Outside of the **BENTLEY STUDENT CONDUCT SYSTEM**, the following state violations can lead to legal consequences. Depending on the type of violation and prior history of violating these laws, state imposed penalties can include fines ranging from \$50 to \$5,000; suspension of license ranging from 3 months to several years, referral to alcohol education or treatment programs, arrest and possible imprisonment. Select the appropriate hyperlink for description of penalties.

- **[UNDERAGE POSSESSION OR TRANSPORTATION OF ALCOHOL](#)**
- **[UNDERAGE ATTEMPT TO PURCHASE ALCOHOL](#)**
- **[PROCUREMENT OF ALCOHOL FOR, OR SALE OF ALCOHOL TO MINORS](#)**
- **[ALTERATION, FORGERY OR POSSESSION OF FALSE IDENTIFICATION](#)**
- **[DRIVING A VEHICLE WHILE UNDER THE INFLUENCE \(UNDER 21 YEARS OF AGE\)](#)**
- **[DRIVING A VEHICLE WHILE UNDER THE INFLUENCE \(OVER 21 YEARS OF AGE\)](#)**

Massachusetts Law

Massachusetts' Operating Under the Influence statute creates a permissible inference that an individual with a blood alcohol content of .08 or greater has violated the law. For a first offense, violators are subject to a fine of not less than \$500 nor more than \$5,000 and/or imprisonment for up to two and one half years. Individuals under the age of 6 21 whose blood alcohol content is .02 or greater or who refuse to consent to a blood alcohol analysis, shall lose their license for 180 days.

The following list details some of the specifics of the law in Massachusetts regarding alcoholic beverages. The law:

- Prohibits issuance of any license for the sale of alcoholic beverages to persons less than 21 years of age.
- Subjects persons who misrepresent their age or present falsified IDs to purchase alcoholic beverages to fines of \$300 and loss of license.
- Prohibits persons less than 21 years of age from knowingly transporting or carrying on their person any alcoholic beverages, except in the course of formal employment. There is a fine of \$50 for the first violation and \$150 for each subsequent offense. A police officer (including University Police) may arrest, without warrant, any person who violates this section of the law.
- Allows parents to be notified if at any court proceeding, persons are charged with serving or selling alcoholic beverages to a person under 21 years of age.
- Prescribes fines of up to \$2,000 and/or imprisonment not to exceed one year for patrons of licensed premises who deliver or procure to be delivered, any alcoholic beverage to or for the use of a person he or she knows or has reason to believe is less than 21 years of age. Students who are in violation of Massachusetts laws regarding the use of alcohol also may be subject to action through the **BENTLEY STUDENT CONDUCT SYSTEM**.

MARIJUANA USE: ACADEMIC, HEALTH AND LEGAL RISKS

Similar to alcohol use, student marijuana use is also of concern to colleges and universities due to the multitude of negative consequences that may occur when the substance is abused. Many who use marijuana occasionally, 1 to 2 days per month have lower risk for negative consequences. Those who use occasionally (3-9 days per month) or

frequently, more than 10 days per month are at greatest risk. People who use marijuana in more concentrated forms such as dabs (eg butane hash oil, shatter, wax) are at greatest risk. The THC content is much greater when consumed in these forms.

Academically, research has found the following connections with marijuana use:

- Marijuana use is highly predictive of skipping classes which over time contributes to a lower GPA
- When students increase their frequency of marijuana use, their GPA's decrease. The reverse happens when students decrease their frequency of use.
- Marijuana use can contribute to cognitive impairment affecting memory and recall of learned information
- Marijuana use can also contribute to problems with focus and attentiveness

Although some people benefit from the medicinal use of marijuana, there is still limited research on its effectiveness and persons who are recommended to use it may still experience risks affiliated with use. In general, Marijuana use can cause distorted perception, difficulty thinking, and impaired coordination. The impact on memory and cognition can last after the drug has worn off. Despite feelings of relaxation, cannabinoids actually increase a person's heart rate between 20 and 100 percent. Adversely, some users experience acute panic reaction and anxiety. Research now supports that marijuana is both physically and psychologically addictive. Heavier users may develop Cannabis Use Disorder. Some research indicates that risk for developing cannabis use disorder is also increased with dab use because tolerance develops quickly from their use.

Methods of ingestion also pose different risks. For example, when smoked, the sharing of smoking materials poses significant risk for contracting illnesses including respiratory infections, influenza, herpes and meningitis. Like cigarette smoke, marijuana smoke contains carcinogens. People commonly believe that marijuana smoke contains fewer carcinogens than cigarette smoke. This is false. Users of marijuana typically inhale more deeply and hold their breath longer, which in fact increases exposure to carcinogens in the smoke. Heavy use can lead to respiratory infections and long-term use can cause a variety of cancers, including testicular cancer in men.

With the emergence of edible marijuana products, reports of over intoxication and resulting hospital visits have increased. Edibles often mimic products that don't contain marijuana like gummy candies, cookies or candy bars. The serving sizes of products containing marijuana differ from their non cannabis counterparts and are often much smaller.

As mentioned above, consuming dabs contributes to greater risk. In addition to the risk of burns from production and consumption, dabs contains much greater concentrations of THC, one of the main cannabinoids in marijuana. Dabbing can cause rapid heartbeat, memory disruptions, injury, increased anxiety and paranoia.

Legal risks

Although recreational marijuana use and possession is permitted in the state of MA, possession and use, including medically recommended use, are still prohibited on Bentley University's campus. As a university that receives federal funding for grants and financial aid, we must adhere to federal policies regarding controlled substances under the Drug Free Schools and Communities Act. Students documented on campus for marijuana policy violations may be assessed warnings, fines and probations. They may also be referred to harm reduction focused educational programs and be subject to parental notification and educational community service projects.

- **CURRENT INFORMATION ABOUT PERSONAL POSSESSION AND CONSUMPTION IN MASSACHUSETTS**
- **PENALTIES FOR VIOLATION OF MASSACHUSETTS LAW**
- **FEDERAL PENALTIES FOR POSSESSION, DISTRIBUTION AND TRAFFICKING OF MARIJUANA**

OTHER LEGAL SUBSTANCES: RISKS OF USE

Cigarettes and Tobacco Products

Cigarettes, Juuls, cigars, pipes, chewing tobacco e-cigarettes and other vaporized smoking devices all contain nicotine, a highly addictive stimulant that affects dopamine. Nicotine increases blood pressure, respiration and heart

rates. Additionally, people who use nicotine typically have elevated blood sugar levels because the drug suppresses the pancreas from releasing insulin. Nicotine use in adolescence does pose additional risks. Research indicates impacts on adolescent brain development, specific to experiences of pleasure. Use can impact impulse control and attentiveness for learning as well as increase chances of developing a mood disorder.

Tobacco smoke contains thousands of chemicals, some of which have carcinogenic properties. One-third of all cancers and nine-tenths of lung cancer cases are attributed to cigarette use. Besides cancer, smoking causes lung disease, chronic bronchitis and emphysema. Users have increased risk for heart disease including heart attack, stroke and vascular disease. People who smoke typically have a shorter life span than non-smokers as well.

Vaporized nicotine, ingested via e-cigarettes and Juuls, exposes the lungs to a variety of chemicals, some of which are carcinogenic.

Source: *National Institute on Drug Abuse Info Fact Nicotine*, revised June 2009 and available at WWW.DRUGABUSE.GOV.

Non Medical Use of Prescription Drugs

Some people think that prescription drugs are safe because health care providers prescribe these substances. When health care providers prescribe a medication, they prescribe it ONLY for one person for a specific reason. Health care providers first assess if the patient has any allergies, prescribe only therapeutic doses for that specific patient for the specific condition and take into consideration any interactions with other medications that patient is taking. However, when someone takes medications meant for someone else, uses larger quantities than prescribed or uses a medication for something other than what it was prescribed—including recreational use, prescription drug abuse occurs. Prescription drug abuse is against the law, risky and unsafe. Abuse of prescribed substances can be highly addictive and can cause serious medical problems and also death. Risks are increased when consumed in conjunction with alcohol or other drugs. Most often, Opioids, depressants and stimulants are abused prescription drugs.

It is important to note that non-medical use of stimulants such as ADHD medications does not aid in studying. In fact, research indicates that students who abuse stimulants actually skip more classes, spend less time studying and have lower GPA's. These substances increase heart rate, blood pressure and blood glucose. Stimulants are generally taken orally, however some abusers snort them or crush and inject them into their bodies. This poses risk of blockage to small blood vessels. When taken in larger doses or without a prescription, these stimulants can increase dopamine levels subsequently increasing risk of developing an addiction. In high doses, use can cause rapid, irregular heartbeat, hyperthermia, risk of seizure and heart failure.

Source: *National Institute on Drug Abuse Info Fact Prescription and Over-the-Counter Medications*, revised 2014 and available at WWW.DRUGABUSE.GOV.

ILLEGAL SUBSTANCES: HEALTH AND LEGAL RISKS

Risks Associated with Drug Use

There are several short- and long-term health risks associated with drug use and abuse. Many factors contribute to the extent of these effects, including the type of drug, the quantity and frequency of use, how it is ingested, physical and emotional state of the user and whether it is being combined with other drugs or alcohol. According to the American College Health Association negative health effects of drugs may include high blood pressure, respiratory failure, digestive problems and loss of motor skills coordination, injury, liver damage and deterioration of the heart muscle. Cognitive impairment resulting in poor judgment, impaired memory and reduced alertness may also occur. Drug use can also cause depression, anxiety or psychosis and can lead to the development of tolerance and physical or psychological dependency. Social and legal consequences also exist. Social problems can include interpersonal conflicts, crime, psychological issues, decreased productivity and financial difficulties.

Further information about the health risks of specific drugs can be accessed by clicking the links below. You can also visit the Health Center located in Rhodes Hall or the Office of Wellness and Health Promotion located on the second floor of the Callahan building to speak to staff confidentially about substance use.

■ ANABOLIC STEROIDS

- **COCAINE**
- **DXM (COUGH AND COLD MEDICINE) ABUSE**
- **FENTANYL**
- **HALLUCINOGENS (LSD, PEYOTE, SHROOMS)**
- **HEROIN**
- **MDMA (ECSTASY/MOLLY)**
- **METHAMPHETAMINES**
- **SYNTHETIC CANNABINOIDS**
- **SYNTHETIC CATHINONES (BATH SALTS)**

Legal risks vary. Students found responsible for illegal use, possession or supply of drugs or drug paraphernalia will result in disciplinary action by the university and/or criminal prosecution. At Bentley, sanctions may include suspension or expulsion from university-owned housing, suspension or expulsion from Bentley, parental notification and/or fines ranging up to \$1,000. Penalties are levied on a per-person basis. Federally, sanctions vary by type of substance, its DEA (Drug Enforcement Agency) scheduling, and the extent of the crime. Please consult the **FEDERAL TRAFFICKING PENALTIES** for a listing of sanctions.

If you are experiencing problems with drugs and/or alcohol and need help or are concerned about a family member or friend, there are campus and community resources available. For an immediate emergency, especially if alcohol toxicity, drug overdose, or potential to harm oneself or others is suspected, please call University Police at 781.891.3131. University Police and Health Center staff can use NARCAN for emergency treatment of opioid overdose.

ON-CAMPUS RESOURCES FOR ALCOHOL AND DRUGS

Office of Wellness and Health Promotion: Staff provide private consultations, harm reduction education, educational resources and referrals Callahan Building, Second Floor 781-891-2600

The Counseling Center: Staff provides confidential consultations to help assess student need and connection to appropriate services on or off campus. Callahan Building, Second Floor 781-891-2274

The Health Center: Staff provide confidential care and referrals to appropriate services on and off campus.

OFF-CAMPUS RESOURCES FOR ALCOHOL AND DRUGS

Students looking for information on counseling and or treatment for substance abuse should consult their health insurance provider for guidelines, recommendations and coverage options. The Counseling Center (781-891-2274) and Office of Wellness and Health Promotion (781-891-2600) can also assist students in identifying options for care.

The following websites can help with finding support and treatment including inpatient and outpatient programs, deferment programs, counseling and more:

- **Massachusetts Substance Abuse Information and Education Helpline** provides education and referral information across the state of Massachusetts
[MASS.GOV/SUBSTANCE-ADDICTION-DATA-AND-REPORTS](https://www.mass.gov/substance-addiction-data-and-reports)
- **U.S. Department of Health and Human Services Treatment Facility Locator** is an online substance abuse treatment facility locator **[FINDTREATMENT.SAMHSA.GOV](https://www.findtreatment.samhsa.gov)**

These reputable programs are affiliated with local hospitals:

- **ALCOHOL AND DRUG ABUSE TREATMENT CENTER AT MCLEAN HOSPITAL**
Offers both inpatient and outpatient treatment and support programs (844-222-6037)
- **MT. AUBURN HOSPITAL PREVENTION AND RECOVERY CENTER**
Provides intervention, assessments and outpatient treatment services (617-499-5051)
- **MASSACHUSETTS GENERAL HOSPITAL ADDICTION RECOVERY MANAGEMENT SERVICES**
Comprehensive outpatient treatment program for young adults (14 to 26 years) and their families (617-643-4699)

Programs associated with:

- **Alcoholics Anonymous:** Self-help organization providing support services
617.426.9444 | AABOSTON.ORG
- **Al-Anon and Alateen:** Self-help support services for anyone affected by someone else's drinking
617.843.5300 | AL-ANON.ALATEEN.ORG
- **Marijuana Anonymous:** Self-help organization providing support services
MARIJUANA-ANONYMOUS.ORG
- **Narcotics Anonymous:** Self-help organization providing support services 1.866.624.3578 |
NEWENGLANDNA.ORG

Medical Amnesty Policy

98% of Bentley students said they want a friend to call for help if their health or safety was in danger. Looking out for Bentley student's health and safety is everyone's business. As our core values state, we are responsible for helping keep our community safe. In instances of a drug or alcohol related emergency, all members of our community are expected to seek help.

Under the University's Medical Assistance Policy, any student who requests help from a university official for themselves or another student, will not be charged through our **CONDUCT SYSTEM** for alcohol policy violations. It is at the discretion of University officials whether other policy violations will be addressed (e.g. hazing, or fire safety violations). University officials will not conduct unnecessary searches or be looking for these violations, but if they are present and visible, they may be addressed to ensure the safety and security of the community as a whole.

A student who needs medical assistance for alcohol or other substance use will be required to complete a medical follow up with the Health Center and harm reduction education with the Office of Wellness & Health Promotion, or other educational follow up as determined by Student Conduct staff.

In certain instances, Student Conduct may also recommend that reporting students complete risk reduction and preventative education. This is to ensure that all students have the necessary information to preventive future occurrences.

These educational requirements will not become part of a conduct record unless students fail to comply.

Always call University Police 781-891-3131 if you are concerned for a student's health and safety AND if they exhibit any of the signs listed below.

C: Cold clammy skin, bluish lips

U: Unconscious — cannot be woken up or Unsettled and disoriented

S: Slowed — irregular breathing patterns or Stopped breathing

P: Puking excessively and while passed out S: Seizing actively

This policy does not apply to students who are found intoxicated/incapacitated by alcohol/drug consumption by University Officials, such as Resident Assistants and University Police. It only applies to those students or organizations who seek assistance for an alcohol or other substance related medical emergency.

When seeking medical assistance, the reporting party or organization needs to remain with the student (provided it is safe to do so) until medical assistance arrives. This ensures you can relay relevant observations and medical information to first responders, and so that the person can qualify for medical assistance.

The University holds the right to waive the Medical Assistance Policy should there be significant and/or repeated concerns regarding a student's health and wellbeing. Student Employees who have significant responsibility for the health and wellbeing of other students may have their employment status impacted as resulted from intoxication/incapacitation.

Recognized Student Organization/Team Medical Assistance Policy

Bentley University seeks to be a caring community that is committed to the health and safety of all of its members. With University recognition student organizations and teams are not only obligated to uphold the **BENTLEY CORE VALUES** and other Bentley policies, but are also entrusted with the welfare of their members. Therefore, student organizations and teams are expected to contact University Police (if on campus, 781-891-3131) or 911 (if off campus), when an intoxicated/incapacitated member or guest is in need of medical assistance.

Recognized student organizations or teams that fail to seek such assistance are undermining this special trust and their status as a recognized organization or team may be subject to review.

A recognized student organization or team that seeks immediate assistance from appropriate sources will not be subject to formal University disciplinary sanctions relating to the actions of the student needing assistance.

The leadership and/or members of the student organization or team may be referred for educational follow-up as determined by University officials. If other violations of University policy related to the incident are discovered (e.g. Hazing), the student organization or team may be referred to the **STUDENT CONDUCT SYSTEM** and/or other administrative action. However, the student organization or team's willingness to seek medical assistance for a member or guest will be viewed as a mitigating factor in any conduct processes. In cases of repeated or egregious incidents, the University reserves the right to pursue formal conduct or administrative action on a case-by-case basis.

FREQUENTLY ASKED QUESTIONS REGARDING MEDICAL AMNESTY AND RECOGNIZED STUDENT ORGANIZATION/TEAM MEDICAL ASSISTANCE POLICY

What happens to my friend after they are transported? Your friend will be brought off campus to be monitored by trained professionals. If a student is taken to a hospital they will be monitored and treated by medical professionals. If they need a ride back will be provided one by University Police. If a student is taken to Waltham Police Department, they will be monitored but will not be arrested. In keeping with our usual practice, a student's emergency contact will be notified of the health and safety concern.

Upon their return, your friend will be contacted by a member of the Residential Center to check-in. Within two business days, your friend will receive information regarding follow-up from Student Conduct.

What will be asked of me if I stay with my friend? When University Police and/or other University Officials arrive to the scene they will ask you general information regarding your friend and the current incident. You may be asked to identify yourself and your friend (if they are unable to), as well as answer questions regarding your friends alcohol/drug consumption that day. Additional information may be asked to better understand the aid needed, such as do you know if they have any medical diagnosis, or if you are aware that they take any medication, and other questions pertaining to their health and wellness.

When will someone know that they have received amnesty? A student will be informed by Student Conduct that they have received medical amnesty. They should be informed within two business days, however, this may be shared with the individual earlier if that information is available. Please note: members of the Residential Center or University Police will likely not be able to confirm that an individual has been covered by this policy, so if they are not sure, please do not be discouraged as an official notice will be provided to the involved student(s).

What educational follow up will occur after a student receives medical amnesty? It is Bentley policy that all students who receive treatment at an area hospital meet with a campus medical provider for an informational meeting to discuss discharge paperwork and concerns. Students will be also be referred to B.A.S.I.C.S. (Brief Alcohol Screening Intervention for College Students) with the Office of Wellness & Health Promotion. The B.A.S.I.C.S. program involves two meetings over a two week period of time. It follows a harm-reduction philosophy so students can learn steps to protect themselves from bad outcomes in the future. These educational requirements will not become part of a conduct record unless students fail to comply.

Will event hosts be in trouble for serving minors? The primary concern will always be focused on the person in need. As the medical assistance policies state, other violations of University policy may be referred to the **STUDENT CONDUCT SYSTEM**, but again, making the call to get help for those who need it will be considered a mitigating factor should Conduct follow up occur. Students/Organizations/Teams hosting parties or events should keep in mind the risks and responsibilities associated with being a safe and responsible host. For more information about responsible hosting, contact one of these resources: Student Programs and Engagement (781-891-2700), Student Conduct, (781-891-2161), the Center for Wellness and Health Promotion (781-891-2274).

Does the Medical Assistance policy apply to non-Bentley guests? Will their Bentley host be in trouble? Regardless of the individual, you are expected to get help for someone in need of medical assistance. Non-Bentley individuals are not subject to the conduct process, however are still held to the on campus standards and state and local laws. Please review the policy language regarding other factors that would influence the **CONDUCT SYSTEM**. Your follow-up will be determined by the Student Conduct but your willingness to seek help will be viewed as a mitigating factor in any conduct processes.

General Policies

ABUSE OF THE STUDENT CONDUCT SYSTEM

Including but not limited to:

- Disruption or interference with the orderly conduct of a student conduct proceeding.
- Falsification, distortion, or misrepresentation of information to a student conduct officer or hearing body.
- Influencing or attempting to influence another person to commit an abuse of the **STUDENT CONDUCT SYSTEM**.
- Attempting to discourage an individual's proper participation in, or use of, the **STUDENT CONDUCT SYSTEM**.
- Attempting to intimidate or retaliate against a member of the hearing body or any other participant prior to, during, and/or after a student conduct proceeding.
- Institution of a student conduct code proceeding in bad faith.
- Failure to comply with the sanction(s) imposed under **CODE OF CONDUCT**.

ABUSE OF UNIVERSITY RESOURCES

Demonstrating a lack of regard for University regulations or policies.

Examples include but are not limited to:

- a. accumulating an excessive number of parking tickets;
- b. accumulating an excessive number of violating the Housing Contract;

Please note that Student Conduct, the Residential Center and University Police reserve the right to determine what constitutes an excessive number of parking tickets or violations.

BALCONY POLICY

Balconies on the buildings are aesthetic only and were not built to accommodate people. Standing, sitting or storing anything on balconies is prohibited. Offenders of this policy are subject to action up to and including suspension and expulsion from the residence halls.

BICYCLES/MOTORCYCLES

Students should use bicycle racks or their rooms to store bikes. Do not leave bikes in the hallways or stairways as they present a fire safety hazard. It is against the law to obstruct fire exits in any way. Motorcycles are not allowed within any buildings and will be removed and stored at the owner's expense.

BOMB THREATS/POSSESSION OF EXPLOSIVES

Bomb threats are punishable by up to 20 years in prison and/or a \$10,000 fine, according to Massachusetts general law. Possession of bombs and explosives is also prohibited, with a fine of not more than \$1,000 and imprisonment of no more than 2.5 years. It is Bentley's intent to investigate all incidents of this nature and prosecute such cases to the fullest extent of the law. Notification and/or evacuation of buildings will be determined by University Police protocol. Building occupants will be directed to a safe area away from the building. The calling in of a bomb threat or possession of explosive devices are serious offenses and against the law. Anyone found responsible of this violation will be dealt with to the full extent of the law and face university penalties, including expulsion.

COMPLICITY

Any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of an act of prohibited conduct by another person.

COURTESY HOURS

To ensure that students are able to study and sleep in the residence halls, courtesy hours are in effect whenever quiet hours are not. All students are expected to assist in enforcing this policy.

DAMAGE/VANDALISM

We are committed to ensuring that our facilities remain well maintained. Respect for university property is highly esteemed, as reflected in the **BENTLEY CORE VALUES**. Malicious destruction and/or vandalism anywhere on campus (including inside student rooms, classrooms, the Student Center and any other area of campus) will not be tolerated. Students found vandalizing the campus in any way are subject to conduct action.

DISRUPTIVE BEHAVIOR

Disruptive behavior, which is defined as participating in or inciting others to participate in the disruption or obstruction of any University activity, including, but not limited to: teaching, research, events, administration, student conduct proceedings, the living/learning environment, or other University activities is prohibited and students engaging in these behaviors are subject conduct action through the **STUDENT CONDUCT SYSTEM**.

EMAIL AND NETWORK POLICY

All students are responsible for understanding the policies governing computing and network usage. View these policies online at the **IT OFFICE WEBSITE**.

To learn about Bentley technology and network resources please visit the **CLIENT SERVICES WEBSITE**.

EMAIL COMMUNICATION POLICY

All administrative offices use email to communicate official information to students. All official communication to students will be sent to your Bentley email account. Students should check their account frequently for important updates, information and specific instructions. A Bentley email account may be forwarded to a personal or work email address. Be advised that Bentley does not officially track or maintain non-Bentley email accounts. Each personal or work email account should be set to receive email from Bentley. Students may update the forwarding email address as frequently as needed by accessing the "Forward Bentley Email" option in **MYBENTLEY** > Student Self-Service > Personal Information.

ENDANGERING HEALTH OR SAFETY

Consistent with the **BENTLEY CORE VALUES**, violence is not tolerated at Bentley. Taking or threatening action that threatens or endangers the safety, reputation, physical or mental health, or life of any person, whether intentionally or as a result of recklessness or gross negligence, is prohibited. Threats of violence or violence against another, may result in expulsion.

FAILURE TO COMPLY

The **BENTLEY CORE VALUES** state that we strive at all times to treat one another with respect. This includes interactions with administrative personnel, faculty and student employees. Administrative personnel includes, but is not limited to, RAs, University Police, student event staff, Dana Center and fitness center staff and all other full- and part-time Bentley staff.

All students are required to comply with a request of a faculty member, administrative staff member or student employee. These requests include but are not limited to: ceasing disruptive classroom behavior, leaving a certain area, providing identification and ending conduct (physical or verbal) that may be a violation of a university policy or rule.

The university will not tolerate behavior (whether physical or verbal) that includes, but is not limited to, threats of injury, obscenities, harassment, disruption of the academic environment or conduct that attempts to or prevents administrative personnel or faculty from carrying out their responsibilities or enforcement of university rules.

FALSE ID/FORGERY

Forgery is prohibited and against the law. This includes altering or misusing university documents or records (including all software and computer databases) and personal identification (i.e., possession of an altered driver's license or one that belongs to someone else), as well as deliberate misrepresentation of facts that could adversely affect the mission of the university.

FIREARMS/WEAPONS

The possession of any firearm, weapon, including mace or any object made to look like or used as a firearm or weapon, on campus is prohibited. Massachusetts laws also strictly restrict the possession of firearms and weapons as well, regardless of whether they are licensed and/or loaded in any building or on the grounds of any university, without written authorization from the university. Violation is punishable by a fine, imprisonment or both. Bentley takes immediate action if a student brings or has in his or her possession any type of firearm, weapon or any object made to look like or used as a firearm or weapon on campus, including the possibility of criminal prosecution, confiscation and/or immediate suspension or expulsion from the university.

FIRECRACKERS/FIREWORKS

Possession and/or discharge of fireworks and firecrackers is dangerous and disruptive and is prohibited. Violators are referred to the **CONDUCT SYSTEM**, with penalties ranging up to expulsion. Refer to the **STUDENT ORGANIZATION GUIDEBOOK** for information regarding organization sponsored fireworks.

FORCIBLE ENTRY POLICY

Forcible entry and/or unauthorized presence in University-owned buildings or property is strictly prohibited, and any students engaging in these behaviors will be adjudicated through the **STUDENT CONDUCT SYSTEM**.

FRAUD

Fraud and fiscal irregularities generally involve an intentional or deliberate act, omission or concealment with the intent of obtaining an unauthorized benefit, such as money, property or other personal or business advantage, by deception or other unethical means.

Examples include, but are not limited to:

- Misappropriation, misapplication, removal, or concealment of University property
- Forgery, falsification, or alteration of documents and/or information (e.g., checks, bank drafts, deposit tickets, promissory notes, time cards, travel expense reports, contractor agreements, purchase orders, etc.)
- Theft or misappropriation of funds, securities, supplies, inventory, or any other University assets including furniture, fixtures, equipment, data, and intellectual property
- Billing customers and third party payers for services when it is known that the services were not provided
- Authorizing payment to vendors when it is known that the goods were not received or services were not performed
- Misuse of University facilities, such as vehicles, telephones, mail systems, or computer-related equipment
- Engaging in bribery, accepting kickbacks, or seeking unauthorized rebates
- Actions related to concealing or perpetuating any fraud or fiscal irregularity

GAMBLING/BOOKMAKING

Bentley supports all federal and state laws regarding illegal gambling. Prohibited activity includes but is not limited to: betting or wagering or selling pools on any athletic event; playing card games for money; possessing any card, book or other device for registering bets; knowingly permitting the use of your room, suite, apartment, telephone or other electronic communication device for illegal gambling; offering, soliciting or accepting a bribe to influence the outcome of an athletic event; and involvement in bookmaking or wagering pools with respect to sporting events. Students involved in illegal gambling, particularly bookmaking, risk suspension and/or expulsion from the university.

GLASS CONTAINER POLICY

To ensure the safety of the community, glass bottles and glass containers are prohibited from all outdoor recreational areas around the residence halls.

GUIDELINES FOR OUTSIDE USE OF GROUNDS

In general, public grounds are considered open space for people to relax in and travel through. People using such space are asked to maintain the aesthetics of the areas they use. Every effort is made to limit the number of scheduled events in these spaces for maximum use. To ensure the most effective use of outside grounds, as well as to minimize the physical damage to property and reduce the noise levels for the university neighborhood, guidelines have been established for the use of outside grounds. Events geared for more than 30 people or those planned to occur on a regular basis, must be coordinated through the Conference Center, the Office of Student Programs and Engagement and Athletics.

GUESTS

All Bentley-owned, leased or affiliated residential buildings are considered private property wherein trespassing or solicitation is forbidden. Access to and presence in all residence halls and apartment buildings is limited to university employees, residents and their guests. Violators may be subject to immediate removal from campus and/or prosecuted as trespassers.

The responsibilities of hosts are as follows:

- Inform guests of university rules, regulations and policies and inform them that they must abide by these at all times.
- Take responsibility for the actions of the guest(s). Should a guest violate any of the aforementioned, the host will assume responsibility for the violation and may be subject to further action.
- Remain with your guest(s) at all times.

The responsibilities of guests are as follows:

- Become informed of university rules, regulations and policies and abide by the same.
- Carry identification with you at all times and identify yourself and your host to any university official upon request.
- Remain with your host at all times. Guests who violate university policies may be banned from the university for a specified amount of time by the University.

The right of a student to live in reasonable privacy takes precedence over the right of a roommate to entertain a guest in the room. In the practical application of determining when guests should be invited to the room, common sense and mutual respect should prevail. Guests of resident students may remain overnight for no longer than three nights. Guests who occupy university housing for longer than three nights may be removed and trespassed from campus if deemed necessary by the University.

HALL SPORTS

The use of sporting equipment or projectiles inside the residence halls is prohibited. Indoor use of such equipment poses a threat to the physical safety of residents, can result in damage to university or individual property and may create noise problems.

HARASSMENT

Harassment is defined as repeated use of written, verbal, or electronic or physical act or gesture, or any combination thereof, directed at a person that places that person in reasonable fear for their physical safety or prevents the person from conducting their customary or usual affairs, or substantially interferes with the academic environment.

HAZING

In accordance with **SECTIONS 17, 18 AND 19 OF CHAPTER 269 MASSACHUSETTS GENERAL LAWS, CRIMES AGAINST PUBLIC PEACE** and the **BENTLEY CODE OF CONDUCT**:

Definitions

- Hazing means any action or situation created by a member of the Bentley community against another member of the community for the purpose of affiliation with a group or organization that:
 - Is negligent or reckless in nature;
 - Is humiliating or endangers an individual; or
 - Unreasonably interferes with scholastic or employment activities.
- Hazing may occur regardless of the individual's willingness to participate.
- This regulation applies to behavior that occurs on University property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the University, a registered University organization, or a group as defined below.
- Actions and situations that may constitute hazing include, but are not limited to, the following:
 - Creation of unnecessary fatigue; deprivation of sleep, rest or food
 - Degrading or humiliating games and activities
 - Expectation of participation in activities that are illegal, lewd or in violation of University policy
 - Extended isolation
 - Extreme mental or emotional stress
 - Forced calisthenics
 - Forced consumption of food, alcohol, drugs, or any other substance
 - Forced wearing of specific apparel or that which is conspicuous and not normally in good taste
 - Hierarchical behaviors that can be considered demeaning; personal servitude
 - Kidnapping or abandonment
 - Line-ups and berating
 - Overly time consuming and challenging requirements that can contribute to extreme mental distress
 - Paddling, whipping, beating or branding in any form
 - Performances
 - Undue interference with academic pursuits
 - Unreasonable exposure to the weather
 - Any other treatment or physical activity which is likely to adversely affect the physical health or safety of any such student or other person
- Hazing in any form is prohibited. It is not a defense to a charge of hazing that:
 - The express or implied consent of the individual was obtained;
 - The conduct or activity was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
 - The conduct or activity was not a condition of membership or affiliation with the organization or group.
- "Members of the Bentley community" means its faculty, staff, students, volunteers, organizations, groups, vendors, alumni, guests and visitors. "Organization" and "Group" are defined as follows:
 - "Organization" means a number of persons who are associated with each other and have been recognized by the Office of Student Programs and Engagement as a student organization.
 - "Group" means a number of persons who are associated with the University and each other, but who have not been recognized, are not required to be recognized, or who have lost University recognition.

- Any organization or group may be found responsible for any violations of this regulation upon satisfactory proof that the organization or group did not discourage or did not take reasonable steps to prevent hazing by its members or affiliates.
- In addition to this policy, NCAA student athletes shall follow the policies and guidelines set forth by the NCAA and the Athletics Department.

Communication to Members

Every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization must distribute this policy to each of its members, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually to the institution an attested acknowledgment stating that such group, team or organization and each of its members, pledges, applicants, or new members, has received a copy of this policy and understands and agrees to comply with the provisions of this policy.

Reporting

It is the expectation of the University that members of the community report any known instances of hazing, as defined by this policy, to the extent that such person can do so without danger or peril to himself or others, as soon as reasonably practicable. Failure to report is also a violation of this policy.

Complaints or reports of activities believed to be hazing should be reported to **Liz Humphries, Associate Director of Student Conduct and Title IX Coordinator at EHUMPHRIES@BENTLEY.EDU**, or **University Police at 781-891-2201**. Any questions concerning the interpretation or application of this policy should be referred to the appropriate University official.

Rights of Those Who Report:

- Individuals who are victims of hazing and who truthfully report the activities shall not be individually charged with a violation of this regulation.
- Individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities shall not be individually charged with a violation of this regulation in relation to that particular incident.
- An organization or group that seeks assistance in preventing hazing from occurring within the organization or group, even if past behaviors have included hazing, shall not be charged with a past violation of this regulation.
- Any organization or group that self-reports a hazing behavior to an appropriate University Official or the University Police shall be given the opportunity to change those behaviors without immediate threat of being charged with a violation of this regulation. An organization or group that self-reports shall identify those individuals responsible for the hazing behaviors. If evidence is presented in subsequent semesters that hazing behaviors have continued within the organization, that organization may be held responsible for past behaviors.

Retaliation

Retaliating in any manner against any individual who reports hazing or who participates in an investigation of a hazing report is prohibited. Making an intentionally false accusation of hazing is prohibited. All members of the Bentley community shall cooperate in an investigation of hazing. Responsibility for any violations of this regulation may be attributed to the perpetrators, the organization or group, its members or its officers.

INCENDIARY DEVICES AND/OR DANGEROUS CHEMICALS

Possession of candles or any other incendiary devices is prohibited from all campus buildings.

LOCAL ADDRESS POLICY

It is the policy of Bentley University to collect accurate addresses for all students. Having accurate campus and local addresses for all students enables Bentley to respond appropriately to emergencies and crises (e.g., fires, criminal activity). Additionally, when a concern is reported about an off-campus house or apartment, accurate address information will allow the university to determine if, in fact, the residents are Bentley University students.

Failure to provide the university with a valid local or campus address during the semester check in process is a violation of university policy, and those who fail to do so may be referred to the **STUDENT CONDUCT SYSTEM**. Similarly, providing a false address is also a violation of university policy and will result in conduct system action.

LOUNGE FURNITURE

The furniture/equipment in each lounge or common area is for the use of all the residents/occupants of the building. To assure continued use of the lounges and common areas, it is important that students do not remove or damage the furniture. Furniture from any common area on campus cannot be brought outside. Any student who removes lounge or common area furniture may be fined and other conduct sanctions may follow.

NOISE ORDINANCE

The city of Waltham has enacted a noise ordinance that prohibits loud radios or stereo equipment, shouting in public streets, loudspeakers, horns or signaling devices and other noisy activities. The university maintains a “good neighbor policy” with all residents near Bentley-owned and operated properties (our campus). Students are not permitted to play amplified sound or place speakers in/out their windows or to create any type of disturbance that might disrupt the peace and quiet of the neighborhood. Student organizations may organize and produce outdoor events with amplified sound only with the permission of the Office of Student Programs and Engagement.

OFF-CAMPUS CONDUCT

Students may be charged by the university for misconduct off campus if the individual or organization is accused of violating local, state or federal laws or Bentley policies, rules or procedures. In such instances, the Student Conduct Staff will review the conduct and determine whether they warrant referral to the **BENTLEY CONDUCT SYSTEM**. Students may be held accountable for violating policy wherever they are located, be it on campus, off campus, while abroad or while home on break.

OFF-CAMPUS DISTURBANCES

Students in off-campus apartments or houses should demonstrate respect and concern for both their neighborhood and the Bentley community. The university may refer any student(s) identified as being involved in conduct that violates Bentley rules, regulations, policies and procedures to the **BENTLEY CONDUCT SYSTEM** for disciplinary action.

Events held off campus by Bentley students or student organizations are expected to be in compliance with all campus policies. Students or student organizations hosting the event are responsible for ensuring behavior that reflects well upon that community. Event hosts can be held responsible for their guests’ safety and actions both on and off campus. Failure to comply with campus policies may result in disciplinary action against the individuals and/or the sponsoring organization.

OFF-CAMPUS FUNCTIONS

Bentley organizations and individuals sponsoring off-campus functions are considered representatives of the campus community and are responsible for ensuring behavior that reflects well upon that community. Failure to do so may result in disciplinary action against the individuals and/or the organization.

- The university does not accept legal or financial obligations incurred by campus organizations or individuals choosing to hold functions off campus that are not officially sponsored by the university; the person entering into agreement with the representatives(s) of the organization for the use of their premises by that organization should be informed of this position.

- Organizations or individuals may not use the Bentley name in any promotional material distributed off campus unless approved in advance by the Office of Student Programs and Engagement.
- Organizations or individuals can be held accountable for the behavior of individuals attending their events even if that event is held at an establishment other than Bentley University.

OFF-CAMPUS — STUDY ABROAD

Students enrolled in a study abroad program, through Bentley or another third party, may be charged with violating Bentley policy during their time abroad. While abroad, students are encouraged to review the policies and guidelines of the school they are visiting.

ONLINE MISCONDUCT

The University's harassment policies are written and interpreted broadly to include online and virtual conduct that have an effect on its education program and activities. Any behavior that is prohibited by the policy is also prohibited in cyber-forms through the use of technology, networks, or equipment.

While the University may not control websites, social media, and other venues in which harassing communications are made, however, when such communications are reported, it will respond in a variety of means to address and mitigate the effects.

Bentley encourages members of the community to be good digital citizens and to refrain from online misconduct. Examples of online misconduct include but not limited to: feeding anonymous gossip sites, sharing inappropriate content via web/video conferencing, text messages, emails, chats, instant messaging, screensavers, blog, or other social media sites, unwelcome sexting, revenge porn, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of the campus community.

PARKING

Vehicles can only be parked in lined parking spaces. Resident students are only allowed to park in residential lots. First-year resident students are not allowed to park their motor vehicles on campus. Violations of this rule will result in the immediate towing of the vehicle at the owner's expense. All students repeatedly violating the parking policies are subject to action that may include loss of parking privileges. Repeat freshman offenders may face loss of parking privileges for their sophomore year.

If no residential parking spots are available, University Police will designate an overflow lot. All motor vehicles must be out of the designated area by 8:00 a.m. Overnight parking is **NOT** allowed except in residential lots. Please refer to a campus map for lot designations. Only motor vehicles displaying a current and proper decal are permitted to park on campus.

Parking is assigned and regulated by University Police. A student bringing an unregistered vehicle onto campus will be subject to action, loss of parking privileges and/or ticketing and towing. In case of an emergency or extraordinary circumstances, freshmen may request permission for a one-day pass from the University Police dispatcher. Short-term parking (one week or less) may be requested from University Police.

For further information please visit the [RULES & REGULATIONS](#) page.

PHYSICAL CONFRONTATION

Any act of aggression where an individual expresses anger or emotional dysregulation by hitting, pushing, or otherwise **physically** assaulting any member or guest of the university.

QUIET HOURS

During quiet hours, noise emanating from a room, suite or apartment should not be audible in a hallway or abutting room. Quiet hours are in effect from 10:00 p.m. to 8:00 a.m., Sunday through Thursday evenings and from 1:00 a.m. to 9:00 a.m. on Friday and Saturday nights, except as modified by the academic calendar.

RETALIATION

Retaliation is when a negative action is taken against an individual for raising concerns about conduct which is prohibited by law or policy. All members of the Bentley community have the right to raise concerns, or file a complaint to the **STUDENT CONDUCT SYSTEM** or Title IX Coordinator without fear of retaliation. Additionally, it is unlawful and a violation of university policy to retaliate against an individual for filing a report of sexual misconduct or gender-based discrimination. Retaliation against anyone who participates in an investigation of sexual misconduct or gender-based discrimination is also prohibited. Examples of retaliation can include hostility, intimidation, threats, exclusion and discrimination. Anyone person who retaliates against an individual reporting general misconduct or sexual misconduct/gender-based discrimination and/or someone who participates in a sexual misconduct/gender-based discrimination investigation is subject to disciplinary action up to and including expulsion from the university.

SALES AND SOLICITATION

Use by outside concerns of campus services such as photocopying, duplicating, campus mail, electronic mail and the campus directory is prohibited for the purpose of sales or sales promotion without authorization. Individual students and/or student organizations wishing to conduct sales or promotional activities must receive written authorization from the Residential Center (if the activity is taking place in the residence area) or from Student Programs and Engagement (if the activity is taking place on campus in areas other than the residence areas).

SHUTTLE POLICY

The university provides shuttle service to and from north campus, main campus, lower campus and Gardencrest Apartments. In addition, there is daily service to Harvard Square in Cambridge and Waverly Square in Belmont connecting with MBTA service.

During Thanksgiving and spring breaks, there will be limited or no shuttle service. Major holidays and other breaks will also have limited or no service. Shuttle schedule information is available **ONLINE**.

If shuttle service has been changed, canceled or suspended, the campus community will be notified via Bentley email and on the **SHUTTLE WEBSITE**.

All standards of student behavior apply both on the shuttle and at the shuttle stops. Specific rules include, but not limited to:

- All passengers must show a Bentley ID. Transportation will not be provide to anyone without their Bentley ID.
- Alcohol and other controlled substances are not permitted on the shuttle in either open or closed containers.
- Smoking is not permitted on the shuttle.
- Behavior that is disorderly, harassing or disruption will result in disciplinary action that may include immediate removal from the shuttle and/or a ban on using its services.
- Each student may have one guest on the shuttle. For exceptions to this policy (i.e., for permission for more than one guest), please contact the shuttle line 24 hours in advance, at **extension 2685** or email **GA_SHUTTLE@BENTLEY.EDU**. If a guest violates any of the aforementioned, the host will assume responsibility for the violation and may be subject to further action

Individuals who violate the Shuttle Policies may be subject to action through the **BENTLEY STUDENT CONDUCT SYSTEM**.

SMOKE FREE POLICY

Smoking (including cigarettes cigars, pipes, e-cigarettes, and any other smoke-producing tobacco products) by students, faculty, staff, guests, visitors, and contractors is prohibited on all properties owned or leased by campus, including (but not limited to):

- All interior space on campus and property leased by the university.
- All outside property or grounds on the university campus, including areas such as walkways, breezeways, patios, and parking lots; including all vehicles

- All outside property leased by the university.
- All vehicles leased or owned by the university.
- All indoor and outdoor athletic facilities.

For more information, please visit the [BENTLEY UNIVERSITY SMOKE FREE WEBSITE](#).

SPEED LIMIT

The speed limit on campus is 20 miles per hour. All drivers are expected to adhere to the speed limit. Violators may be stopped by University Police and issued a ticket. Please note that there are speed bumps at various locations on campus to reduce speeding.

THEFT/UNAUTHORIZED USE OF PROPERTY

Theft or attempted theft or the unauthorized use or possession of university property or services or the property of others, is prohibited.

TRASH DISPOSAL AND RECYCLING

All members of the Bentley community and their guests are responsible for removing their own rubbish from the buildings. Dumpsters for trash and recycling are conveniently located outdoors for this use. Due to fire and sanitary codes, it is important that trash not be left in hallways or stairwells. Offenders will be fined for each bag of rubbish that is not disposed of properly. Repeat offenses will result in further action.

UNAUTHORIZED POSSESSION/USE OF BENTLEY PROPERTY

Members of the Bentley community are prohibited to have Bentley property in their possession. Bentley property includes, but is not limited to, fire exit signs, lounge furniture, Facilities equipment and/or Sodexo property.

USE OF THE BENTLEY NAME, IMAGE OR LOGO

The use of the Bentley name and/or logo for T-shirts, hats and other imprinted items is reserved exclusively by the university and the Bentley bookstore. The use of the Bentley name, logo, image or design aesthetic is prohibited.

Exceptions to this policy may be granted to athletic teams (through the athletic director) and recognized student organizations (through the Office of Student Programs and Engagement). Bentley University reserves the right to prevent the sale of any Bentley-imprinted items that violate this policy, and student who utilize the Bentley name, image or logo without authorization may be subject to disciplinary action through the [STUDENT CONDUCT SYSTEM](#).

OTHER POLICY AND LEGAL RESPONSIBILITIES

Attendance at Bentley bears with it responsibilities to obey the laws of the Commonwealth and federal laws, as well as the policies of the university on or off campus. Students may be charged with violations of university policy if they are involved in incidents that also violate laws of the Commonwealth or federal laws. Such violations include, but are not limited to, malicious behavior, fight/altercation, assault, harassment, breaking and entering, larceny, disorderly conduct, trespassing, driving under the influence, drug possession and distribution, hate crimes, abuse and illegal copyright infringement.

Conduct System

The Bentley University conduct process is designed to address student behavior, provide proactive initiatives, support a safe and stimulating campus climate and educate students via individual meetings, board hearings, board hearings and through the delivery of holistic sanctioning. The philosophy of the Bentley University Conduct System is based on the belief that:

- Students are responsible for their individual actions as well as for the way the community functions as a whole.
- When students can learn from their experiences, receive help from the university, constructively examine their behavior and take positive steps toward changing that behavior, the proper conduct response should be educational in nature.
- When students become involved in behavior that violates the spirit and/or substance of federal, state or local law or Bentley rules, regulations, policies and procedures basic to the welfare of the university community at large or the individual therein, the university is bound to take disciplinary action that modifies, restricts or denies the student's status as a member of the university. The Bentley Conduct System affirms and protects the right of every member of the community to:
- Be free from physical and psychological harassment based upon gender, sexual orientation, race, color, religion, nationality, ethnicity, disability status, veteran status or age.
- Study and socialize in a clean, well-kept and safe environment
- Sleep and study in reasonable quiet and privacy.

Actions that interfere with or threaten these or any other basic student rights constitute a violation of university rules, regulations, policies and procedures. In addition, the university expects students to observe all federal, state and local laws and university rules, regulations, policies and procedures, including those regulating:

- Use and sale of alcohol and drugs
- Sounding of fire alarms, illegal use of extinguishers and fire evacuation
- Possession of firearms, weapons and incendiary devices
- Theft
- Assault
- Gambling

Students who are found to be in violation of federal, state or local law, in these or any other matters, will not be protected by the university from full prosecution by the appropriate law enforcement agents. The university reserves the right to take disciplinary action, after a fair hearing, which may result in suspension or expulsion independent of related decisions being rendered in a court of law. In cases where the dean of student affairs or their designee, has a reasonable belief that an individual has engaged in a serious violation of university rules, regulations, policies and procedures and/or federal, state or local law, the vice president or a designee may impose any sanction on the student, which will remain in effect until the completion of the conduct hearing process and all appeals. In the event that a student violates the imposed sanctions prior to the completion of the conduct hearing process and all appeals, the vice president or a designee may impose a permanent sanction on the student.

TITLE IX AND GENDER-BASED DISCRIMINATION POLICIES AND CONDUCT PROCESS

Bentley University engages in voluntary compliance with Title IX of the Higher Education Amendments (1972), and actively seeks to eliminate barriers to education resulting from sex- and gender-based discrimination. For Bentley University's full Title IX and Gender-Based Discrimination Policy and conduct procedures, please visit the [TITLE IX WEBSITE](#) or reference [PAGE 71](#) in this handbook. The following types of incidents will be adjudicated through this process: sexual harassment (including incidents of sexual assault), relationship abuse (including incidents of dating

violence and domestic violence), hostile environment, retaliation, and stalking.

STUDENT CONDUCT STAFF

Student Conduct is located in the Student Center 320. The office coordinates the Bentley University Conduct System and also works with other departments and student organizations across campus to implement proactive programs and activities. The staff in the office serves in an administrative and consultative capacity to the conduct system. Their role is to maintain official and complete files on all formal conduct proceedings. They oversee the conduct process to ensure its faithfulness to the spirit and letter of the Bentley Conduct System by consulting frequently with the administrative hearing officers, advisors and chairpersons of the conduct boards. In addition, they have the responsibility of overseeing the appointments of students to serve on conduct boards. They also oversee the training of all students and staff members within the Conduct System.

REQUIRED EVALUATIONS

Student Conduct may require a student to undergo an evaluation (physical, psychological or both) when the student's conduct gives rise to significant concerns pertaining to their well-being and/or ability to conduct themselves appropriately in the community. Behaviors which may result in a required evaluation include, but are not limited to, the following:

- Threats of danger to self or others.
- Inflicting mental or bodily harm upon any person (including self-harm).
- Engaging in an intentional or reckless action from which mental or bodily harm could result (including to self).
- Engaging in any other behaviors or physical conditions that in the opinion of university personnel are a serious cause for concern, such as seriously impaired capacities for self-care.

A required evaluation is a mandatory assessment of a student's psychological or physical well-being. The University Care team will review this information, and make a recommendation to Student Conduct staff.

CONDUCT PROCESS

The Bentley Conduct System adheres to the tenets of fair process and consists of administrative hearing officers, conduct boards and Student Conduct staff. When Student Conduct receives a report of an alleged violation, a case is created and referred to one of three conduct levels:

LEVEL I	MINOR VIOLATIONS
LEVEL II	SERIOUS VIOLATIONS
LEVEL III	MOST SERIOUS VIOLATIONS

**This is the conduct process for most policy violations. For academic integrity policies, please see the academic catalogue. For the conduct and adjudication process relating to sexual misconduct and gender-based harassment and discrimination, please go to the [TITLE IX WEBSITE](#). The level at which the case will be heard is determined by the seriousness of the alleged violation and the conduct history of the student. Once the case is assigned to a level, an administrative hearing officer from that level will arrange a meeting with the student and the case may be referred to a Conduct Board. Student Conduct reserves the right to determine whether or not to proceed with a charge due to the length of time that has passed since the event. The office also reserves the right to schedule conduct proceedings for dates that have a minimal impact upon the academic schedules of all involved parties or when extenuating circumstances exist. Student Conduct may provide assistance in mediating some types of complaints. The vice president of student affairs has the ultimate responsibility for the Conduct System. When appropriate, the vice president or a designee from this office may modify the sanctions of an administrative hearing officer or a conduct board.*

Administrative Hearing Officers

In many cases, most students will meet with a single hearing officer to discuss the alleged conduct/alleged policy violation, and impact on the student and community. It is the administrative hearing officer's responsibility to notify the

student that an alleged violation has been filed, give a summary of the complaint, explain the conduct process to the student and either resolve the matter administratively or refer the case to the appropriate Conduct Board. For the case to be resolved administratively, a student must freely admit to the alleged violation and request that the administrative hearing officer take appropriate action. Moreover, the administrative hearing officer must be of the opinion that the administrative process is the most effective means of resolving the case. If any of these criteria are not met, the administrative hearing officer will refer the case to the appropriate Conduct Board. In any case, all records of conduct proceedings will be submitted Student Conduct to be kept on file. Should the student fail to respond to the notification from the hearing officer or if the student fails to attend the scheduled administrative hearing, the case may be resolved in their absence at the administrative hearing. All information regarding the conduct process will be communicated via Bentley email. Appeals of decisions made by administrative hearing officers can be submitted via the Advocate student portal (instructions for this process are provide in the final Conduct Outcome Decision Letter).

Members of Conduct Boards

Student members are appointed after a selection process, usually held in the Spring Semester. Faculty and Staff members of the Level Three Board are appointed by the Dean of Student Affairs. Before a scheduled hearing, a student who is appearing before any board may request from Student Conduct the names of the members of the board for their case. Any reasonable concerns about board members should be raised at that time.

Level One and Two Conduct Boards

The Level One Conduct Board hears Level One alleged violations not resolved administratively. The board consists of four to six students, one of whom serves as the board chair. A staff member from the Division of Student Affairs serves as an adviser to the board. The board meets weekly or as needed, to hear all cases referred to it. The board has the authority to impose sanctions consistent with the sanctioning philosophy. The board may also levy fines and place limited restrictions upon a student found to be in violation of Bentley University policy and place students on residential probation. If a student fails to attend the hearing, the case may be resolved in that student's absence.

Appeals of decisions made by the Level One Conduct Board can be submitted via the Advocate Student Portal. An appeal must be submitted within five (5) working days of the decision notification date.

The Level Two Conduct Board hears Level Two alleged violations not resolved administratively. The Level Two Conduct Board consists of a staff member from the Division of Student Affairs who serves as an adviser and four to six students, one of whom serves as the board chair. In addition to the authority of the Level One Conduct Board, the Level Two Conduct Board has the authority to limit a student's access to particular buildings and deny participation in certain activities; place a student on probation; and suspend or expel a student from housing. If a student fails to attend the hearing, the case may be resolved in that student's absence. Appeals of decisions made by the Level Two Conduct Board can be submitted via the Advocate Student Portal. An appeal must be submitted within five (5) working days of the decision notification date.

Level Three Conduct Board

The Level Three Conduct Board is the highest-ranking conduct body in the Bentley University Conduct System. It is the disciplinary body that reviews Level Three cases and has the authority to suspend or expel students from Bentley University for disciplinary reasons. The board consists of a faculty/staff chairperson, two faculty/staff members and two students. While the Level Three Conduct Board is charged with hearing all the facts in each case and reviewing them impartially, its procedures are not bound by formal rules of evidence or necessarily strict presumption of innocence. The Level Three Conduct Board is responsible for determining the validity of the alleged violations brought against a student and taking appropriate action. If a student fails to attend the hearing, the case may be resolved in that student's absence. Appeals of the decisions by the Level Three Conduct Board must be submitted to the Dean of Student Affairs via the Student advocate portal. An appeal must be submitted within five (5) working days of the decision notification date.

Conduct Hearings

The conduct boards adhere to the following guidelines when hearing a case:

- A case referral is made to the chairperson or adviser of the appropriate conduct board.
- The adviser or chairperson selects a time for the hearing (within a reasonable amount of time) and sends notices to all people directly involved, including the person making the complaint, requesting their attendance.
- At the beginning of the hearing, the adviser or chairperson reviews the incident and summarizes the charges and supporting information.
- The party to the complaint presents his or her case in full and responds to questions from the committee.
- The student is given an opportunity to present his or her case, to answer questions from the committee and to ask questions of the other party and witnesses.
- The conduct board may request persons having information about the charge to attend the hearing.
- After a thorough review of the case and the student's conduct history, the conduct body meets in private and decides an appropriate resolution; results of the hearing are communicated to the student in writing within a reasonable amount of time.
- A conduct hearing will proceed even if the conduct of the student has led to a civil or criminal proceeding, unless the Dean of Student Affairs or their designee decides otherwise.
- All records of conduct proceedings are submitted to Student Conduct to be kept on file.
- Conduct hearings are private meetings and open only to those members of the campus community directly involved and approved by the adviser or the chair of the board; no recordings of hearings are allowed.
- The conduct bodies at Bentley make decisions regarding the responsibility of the accused based on a preponderance of the evidence and a majority vote of the panel.

Students' Rights

Students referred to any conduct board are entitled to:

- A fair hearing within a reasonable amount of time from the referral.
- Ample notice of the hearing, a summary of the violation to be discussed and an explanation of the conduct process.
- The opportunity to speak on their own behalf.
- The opportunity to hear all evidence presented in the hearing.
- The opportunity to respond to all evidence presented in a hearing.
- Present material witnesses to give relevant and pertinent testimony (witnesses must be reviewed by the adviser, chairperson or director of student conduct and development prior to the hearing).
- The presence of one person to give support (for Level Three Conduct Board cases only or with prior approval of Student Conduct). The support person invited by the student is prohibited from taking part in any dialogue during the hearing. Their communication is limited to private conversations with the student for whom they are providing support. Private conversations must not disrupt the proceedings. Advisers to or chairs of the hearing boards have the right to stop the proceeding or remove the support person if his or her presence interferes with the activities of the hearing body.
- Written notice within a reasonable amount of time notifying the student of the conduct body's findings and, if appropriate, sanctions.
- The opportunity to appeal the decision of the board.

Students who have been victimized by another student and whose case is referred to a conduct board are entitled to:

- Ample notice of the hearing and an explanation of the conduct process.
- An opportunity to attend the proceeding when evidence is presented.
- Present material witnesses to give relevant and pertinent testimony (witnesses must be reviewed by the adviser, chairperson or Student Conduct staff prior to the hearing).
- The opportunity to submit to the conduct body a written impact statement that will be considered during sanctioning (if sanctioning occurs).
- The presence of one person to give support (for Level Three Conduct Board cases only or with prior approval of Student Conduct). The support person invited by the student is prohibited from taking part in any dialogue during the hearing. Their communication is limited to private conversations with the student for whom they are providing support. Private conversations must not disrupt the proceedings. Advisers to or chairs of the hearing boards have the right to stop the proceeding or remove the support person if his or her presence interferes with the activities of the hearing body.
- For alleged victims of any crime of violence, to know the outcome of any disciplinary proceeding.

Appeals

Appeals of conduct decisions must be made in writing and must state and explain in detail the reason(s) for the appeal. In order for an appeal to be considered, an appeal must be submitted no later than five (5) working days of the decision notification date. Appeals may be made if:

- There has been a failure of fair process.
- New, relevant information can be introduced.
- The sanctions impose an undue hardship.

The appeals process is the final step a student can take in the student conduct system. The decision rendered as to whether or not an appeal will be granted is final. If an appeal is denied, the student cannot appeal the decision for that case again. The student will be notified within a reasonable amount of time as to whether or not an appeal is granted. Sanctions given by the administrative hearing officer or conduct board will stand until the decision on the appeal is made. If an appeal is granted, the case either will be resolved administratively or forwarded to the appropriate personnel. If the case is to be heard again, the student will be notified within a reasonable amount of time as to the date and time of the hearing. If the appeal is denied, the conduct process ends.

CONDUCT PROCESS FOR STUDENT ORGANIZATIONS

If the conduct of members of a student organization violates a campus policy or results in an off-campus citation, the student organization is subject to referral to the Student Conduct System. The incident will be referred to Student Conduct for resolution. The student organization retains the same rights and responsibilities as an individual student in the university conduct process. A student organization will be held accountable for any members or nonmembers who, at a sponsored event, violate university policies rules and regulations, federal and state or local laws on or off campus. A student organization is responsible for supervising all sponsored events on or off campus, even though other security measures may be taken. If a student organization is found to be responsible for violating university policies, rules, regulations and/or federal state or local laws, sanctions such as loss of privileges and/or recognition may be imposed. State and federal privacy laws do not apply to student organizations.

INCOMPLETE SANCTIONS AND FINES

Students are responsible for knowing and understanding their sanctions. They are also responsible for completing their sanction by the assigned due date. Failure to complete a sanction by the assigned due date may result in further conduct action up to and including expulsion from the university.

CONDUCT FILES

Conduct files are considered educational records and are therefore included under the Family Educational Rights and Privacy Act of 1974 (The Buckley Amendment), except as amended. Please refer to the **RIGHTS, RESPONSIBILITIES AND POLICIES** section of this handbook for more information.

SPECIAL CIRCUMSTANCES

The conduct boards, as described previously, hear cases from the beginning of the fall semester to the beginning of spring semester finals. From the beginning of spring semester finals to the end of the summer, the various boards are dissolved and conduct matters are handled by administrative hearing officers. All decisions rendered during this interim period must conform to the spirit of the conduct system as expressed in this document. Appeals of decisions rendered during this time may be made to the administrative hearing officer specified in the sanction letter. It may also be necessary for administrative hearing officers to hear cases during exam periods or other times when conduct bodies are unable to convene. A conduct board can be convened in a special session if deemed necessary by Student Conduct. If a conduct board cannot be convened in a special session, the hearing may be postponed to the next earliest date available.

ADMINISTRATIVE ACTIONS

In cases where the vice president of Student Affairs or his or her designee has a reasonable belief that an individual poses a threat to the safety of the university community or themselves, he/she may temporarily or permanently restrict or remove the student from the campus and the university.

PARENTAL OR GUARDIAN NOTIFICATION

In certain situations, parents or guardians may be notified when students violate university policies. This may include alcohol violations, drug offenses or serious violations that put the student's success at Bentley in jeopardy.

FALCON-CONNECT MENTOR PROGRAM

Students who are separated from the university due to conduct-related matters are required to meet twice-monthly with a staff member from the university during the first semester of their return. In these meetings, the student and staff member will discuss the student's academic and social progress. The student may be required to attend certain Bentley-sponsored programs and event in order to complete this mentorship program.

ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES

By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning. A student requesting an accommodation in regard to an administrative or conduct board hearing must follow the appropriate process for requesting an accommodation through the Disability Services Office (located in Jennison Hall). The Disability Services Office will make a determination regarding the request and notify the appropriate parties. Reasonable accommodations depend upon the nature and degree of severity of the documented disability. While the Americans with Disabilities Act of 1990 requires that priority consideration be given to the specific methods requested by the student, it does not imply that a particular accommodation must be granted if it is deemed not reasonable and other suitable techniques are available.

Sanctions

Disciplinary sanctions may be imposed upon students by appropriate Bentley personnel or conduct bodies. The section below defines the sanctions that may be imposed via the **STUDENT CONDUCT SYSTEM**.

VERBAL WARNING

This sanction is a verbal caution that informs students that further violation of Bentley University policy may result in additional conduct action.

EDUCATIONAL SANCTIONS

An educational sanction is designed to help the student become more aware of university rules, policies and regulations and to help students understand that there are consequences to their actions. Examples of educational sanctions include: writing a paper on alcohol abuse, designing and making posters informing students of various university policies, rules and regulations, accompanying resident assistants on duty rounds and monitoring study lounges.

REFERRAL

A student may be referred to counseling, the Alcohol and Other Drug Resource Center, the Center for Health and Wellness or other offices when deemed appropriate in a conduct proceeding.

WORK SANCTION

A student may be sanctioned to work for a certain number of hours for Facilities Management or other departments on campus as necessary.

WRITTEN WARNING

A written warning is a written notice (for a period of time) to a student that if he/she were to violate Bentley University policy further, they may be subject to additional conduct action.

RESTITUTION

A student may be sanctioned to make restitution for damage to or misappropriation of property.

FINES

A student may be fined for any violation of Bentley rules, regulations or policies. Fines range from \$25 to \$1,000 and are levied on a per person basis. All fines are to be paid at the cashier's office.

PROBATION

Probation is a specified period of time in which further violation of university policy may result in the loss of good standing, loss of housing credits, removal from the Bentley University residential community and/or limited access to campus facilities as a commuter student. If a student on probation were to violate University policy further, he or she may be subject to additional action.

LOSS OF HOUSING CREDITS

Loss of Housing Credits is a specified number of credits deducted from your total housing credit, which may affect your next housing selection. Loss of housing credits when placed on disciplinary probation is a total of either 15 or 30 credits.

DISCIPLINARY PROBATION

Disciplinary probation is a specified period of time that identifies a student's status is no longer in good standing.

Disciplinary probation may also include exclusion from Bentley-owned or operated property and/or Bentley sponsored events. During this time, further violation of university policy may result in removal from the Bentley University residential community and/or suspension or expulsion from Bentley University.

SUSPENSION FROM HOUSING

A student may be excluded, for a specified period of time, from living in and/or visiting any or all housing facilities owned or operated by the university. Students suspended from housing are not to be in or around the halls. Additional action will be taken against those who trespass and/or criminal prosecution for trespassing is possible. Students suspended from housing are not eligible for a refund of their housing costs.

EXPULSION FROM HOUSING

A student may be permanently excluded from living in and/or visiting all housing facilities owned and operated by the university. Students expelled from housing are not to be in or around the halls. Additional action will be taken against those that trespass and/or criminal prosecution for trespassing is possible. Students expelled from housing are not eligible for a refund of their housing costs.

DEFERRED SUSPENSION FROM THE UNIVERSITY

A deferred suspension from the university is a specified period of time during which violations by a student may result in immediate suspension from the university with no refund of tuition or fees. Being placed on a suspended suspension from the university may result in a loss of 30 credits towards the housing selection process. Students on a deferred suspension from the university are not considered students in good standing.

DEFERRED SUSPENSION FROM HOUSING

A period of time in which a suspension is deferred based on a student's behavior. If during that time the student is found responsible for breaking any university rules or does not complete any of the imposed sanctions, their suspension from the university housing will immediately take effect.

SUSPENSION FROM THE UNIVERSITY

A student may be excluded from classes and other privileges and activities for a specified period of time. Students suspended from the university are not to be on campus unless they received permission from the Student Conduct Staff. Additional action will be taken against those who trespass, and/or criminal prosecution for trespassing is possible. Students suspended from the university are not eligible for a refund of their tuition.

EXPULSION FROM THE UNIVERSITY

University Expulsion is a permanent separation from the University. A student who has been expelled is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property. Additional action will be taken against those who trespass and/or criminal prosecution for trespassing is possible. Students expelled from the university are not eligible for a refund of their tuition.

PROHIBITIONS AND RESTRICTIONS

A student may be prohibited from entering certain buildings or restricted from attending particular events on campus. Other privileges, such as party registration or on-campus parking, may also be revoked.

Automobile Rules and Regulations

Registering Your Vehicle Registration takes place through [MYBENTLEY](#) > Personal Information. The decal issued to you is renewable until you graduate and is available through an online process for a fee. Each eligible student and faculty/staff vehicle must display a parking decal. A vehicle may display only one (1) parking decal at a time. If a second decal is issued, the first must be removed. There is a nonrefundable fee for the semester in which the decal was issued. Every semester the decal and fee automatically renew upon registering for your academic classes. This will occur every semester until you have taken the appropriate steps to void the decal. The hours and location of registration will be posted at the beginning of each academic year.

When applying for a decal, you are required to have with you a driver's license, motor vehicle registration and Bentley ID card. All vehicles parking on Bentley property must be validly registered and properly insured. For further details regarding decal registration and associated fees, please visit the [PARKING & DRIVING](#) page.

PEDESTRIAN CROSSWALKS

All drivers are reminded that pedestrians have the right of way at a crosswalk. This is a state law.

PARKING FINES

Parking tickets are attached to a vehicle or handed to the driver. A second copy of the ticket is filed at the University Police Station. Violators have five (5) business days either to pay the ticket or appeal. All parking fines must be paid in full by all members of the Bentley community unless dismissed via the appeal process.

APPEAL

To appeal a ticket you must first submit a written appeal within 5 business days of the citation issuance date. You can submit a written appeal by visiting the [TICKETS & CITATIONS](#) page and submitting the online written appeal form. All members of the community who believe their initial written appeal has been denied in error may request a [STUDENT APPEAL BOARD HEARING](#). All outcomes of the hearing are final and may not be contested. Requests for a student appeal board hearing will not be accepted unless a written appeal has first been submitted.

TOWING

Vehicles may be towed for the following reasons:

- Failure to display a current Bentley parking decal or valid pass.
- Parking in a manner that interferes with the movement of emergency vehicles or endangers life or property of others.
- Illegally parking in a fire zone, tow zone or handicapped zone.
- Other violations of the parking policy. The policy is available at the University Police Station. It is the responsibility of the owner and/or operator of the towed vehicle to pay the towing & storing charges. Towing charges are generally in excess of \$100/tow.

VIOLATIONS

Any student who violates state, local or university policies regarding motor vehicle violations will be subject to action and/or ticketing and towing. These include, but are not limited to, freshman parking, driving an unregistered vehicle, driving under the influence (will also be subject to arrest), transporting alcohol by a minor and speeding. All students who repeatedly violate parking policies will be referred to the [CONDUCT SYSTEM](#) in addition to ticketing and towing. Penalties may include the loss of parking privileges.

Athletics Policies

Fitness Center (Dana Center)

IDENTIFICATION

A valid Bentley ID is required to enter the Dana Center and the Fitness Center. There are no exceptions to this policy and identification must be carried at all times in the center and must be presented when a staff member asks for it. Allowing another person to use your ID to enter the center is a violation of this policy. No guest or day passes are available.

CHECK-IN/OUT

Every user of the center must check in at the desk.

CELL PHONES AND CAMERAS

For the safety, security and privacy of all users, the use of cell phones and any device with a camera are prohibited at all times in the Dana Center and all locker rooms.

GENERAL POLICIES

- Food, chewing gum and drinks are not allowed. Water is permitted only in an unbreakable container.
- Tobacco products are not allowed.
- Injuries, accidents and any equipment problems should be reported immediately to Fitness Center Staff.
- Equipment must be wiped down after each use.
- Dumbbells and weights must be re-stacked in appropriate place after each use.
- Slamming or dropping weights is not allowed.
- Spotters and clips must be used at all times when performing a lift.
- Non-marking, closed toe, athletic shoes are required in all activity areas.
- Athletic tops and pants/shorts (no jeans) are required in all activity areas.
- Propping doors or allowing unauthorized entrances is prohibited.

PERSONAL BELONGINGS

All personal belongings should be secured in lockers in either the men's or women's general locker rooms. No overnight locks are allowed in the locker room. The university is not responsible for lost, stolen or damaged personal property. Failure to follow these policies or staff instructions will result in the immediate removal from the Fitness Center and/or referral to the **BENTLEY CONDUCT SYSTEM**. The use of this facility is a privilege and all policies will be strictly enforced to ensure that every member of the Bentley University community has a safe and comfortable atmosphere in which to exercise.

RESPECT

The NCAA, NE-10 Conference, and Atlantic Hockey Conference promote good sportsmanship by student-athletes, coaches and fans. We request your cooperation in supporting the student-athletes and officials in a positive manner at all athletic contests. Profanity, derogatory comments or other intimidating actions directed at athletes, officials, team representatives or other fans will not be tolerated and are grounds for removal for the contest.

The NE10, and Atlantic Hockey have many traditions, but bad sportsmanship isn't one of them. We appreciate your cooperation in creating a safe and positive game environment. *RESPECT, it's the name of the game.*

Title IX and Gender-based Harassment and Discrimination Policy

Mission of Bentley University: To educate creative, ethical, and socially responsible organizational leaders by creating and disseminating impactful knowledge within and across business and the arts and sciences.

Mission and Purpose of this Policy: To eliminate barriers on Bentley University's campus that are rooted in harassment or discrimination based on an individual's sex, gender, sexual orientation, gender identity, and/or gender expression.

Questions Regarding this Policy: Please forward any questions to those responsible for Bentley's Title IX compliance.

LIZ HUMPHRIES

Title IX Coordinator
Associate Director,
Student Conduct
Student Center 320
781-891-2225

JUSTIN WOODARD

Deputy Title IX Coordinator
Associate Director,
Residential Center
Student Center 320
781-891-2319

GEORGE CANGIANO

Deputy Title IX Coordinator
Vice President,
Human Resources
Rauch 201
781-891-3427

I. POLICY STATEMENT AND OVERVIEW

Bentley University will always respond to complaints, reports, allegations, and information about harassment, sex-and gender-based discrimination, and retaliation regardless of how the information was brought to the University's attention. The University's response is designed to stop the prohibited conduct, prevent its recurrence, and address any lingering impact that it had on individuals, members of the campus community, and all University-related programs or activities.

Bentley University is firmly committed to establishing an environment free of harassment and discrimination on the basis of sex or gender in any of its education or employment programs and activities. This policy prohibits sexual and gender-based harassment, sexual assault (non-consensual sexual touching, forcible or not), stalking, domestic violence, and sexual exploitation, stalking, and retaliation (collectively referred to in this policy as prohibited conduct). These forms of prohibited conduct are harmful to the well-being of our campus community and its members, the learning and working environment, and collegial relationships among our students, faculty, and staff.

All violations of prohibited conduct under this policy will result in discipline, including potential separation from the University. Some forms of prohibited conduct may also violate state and federal laws, and criminal prosecution may occur independently of any disciplinary action imposed by the University.

This policy also sets forth the procedures that will be used to respond and investigate reports of prohibited conduct.

Bentley University complies with Title IX of the Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in the University's programs and activities; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA) as amended; Title VII of the Civil Rights Act of 1964; and its stated counterpart, M.G.L. c.151B; Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, and other applicable law.

Bentley also reaffirms the rights impacted parties to decide whether they wish to be involved in any of the University's processes to address sexual harassment and sex-and gender-based harassment, discrimination, and retaliation. Bentley is also strongly committed to supporting impacted parties through the numerous support service available. All students and employees have access to confidential resources that they may use for support and guidance regardless

of whether they make a report to the University or participate in a University investigation and adjudication process, please refer to Appendix A. The University encourages those who wish to receive confidential support services regarding sex- and gender-based discrimination and harassment under these policies to seek assistance from staff in the Counseling Center, the Health Center, the Boston Area Rape Crisis Center, REACH Beyond Domestic Violence, and/or seek medical attention.

Responsible employees of the University are expected to report allegations of sexual harassment and other forms of sex- and gender-based discrimination that they observe or learn about to the Title IX Coordinator. Employees whose positions legally require confidentiality (i.e., licensed mental health counselors and health professionals) are not responsible employees. To review the full list of designations of employees at Bentley University, please refer to **APPENDIX E**. If you have a question regarding reporting responsibilities, please contact the Title IX Coordinator.

All employees of Bentley University are strongly encouraged to offer information on how to report such incidents to students and colleagues, as well as report this conduct directly to the Title IX Coordinator. Responsible employees who fail to report allegations of sexual harassment and other forms of sexual misconduct that they observe or learn about may be subject to disciplinary action. Bentley University is mandated to respond promptly and appropriately to any allegations of sexual harassment or other forms of gender-based discrimination and retaliation. Under these policies, the University will consider the effects of off-campus conduct for faculty, staff, students, visitors, and community members when evaluating whether a hostile environment was created on campus.

Any person responsible for or involved in retaliation will be subject to disciplinary action up to and including expulsion or termination.

Retaliation against anyone who reports an incident of harassment, or discrimination as defined in this policy, brings forward a complaint or participates in an investigation and adjudication process under this policy is prohibited. Retaliation is also prohibited against those who, in good faith and reasonable manner, oppose an act or policy believed to constitute sex- or gender-based discrimination and harassment. It is the responsibility of Bentley University's Title IX Coordinator to ensure that inquiries into reports of misconduct described above are made, as well as formal investigations and resolutions consistent with applicable adjudication procedures that are described in this policy.

Additionally, Bentley seeks to ensure that our campus and culture are inclusive for all students, and, as such, has committed to engaging in several preventative and proactive educational programs and initiatives. For a list of some of the programs Bentley offers, please see **SECTION XVII** of this document.

Bentley reserves the right to amend this and other policies immediately to ensure compliance with federal and state rules, regulations, and laws.

II. BENTLEY'S TITLE IX COORDINATOR AND TITLE IX STAFF

The Title IX Coordinator for Bentley University is responsible for providing leadership regarding Title IX and the Gender-Based Harassment and Discrimination Policy. The Title IX Coordinator has the primary responsibility for coordinating Bentley's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy.

The Title IX Coordinator will also ensure that ongoing training and education regarding sex/gender-based harassment, discrimination, and retaliation take place, as well as compliance-related reporting. Additionally, the Title IX Coordinator will be responsible for:

- Tracking and monitoring incidents, including sex-based discrimination, harassment, retaliation, and other sexual misconduct outlined in this policy;
- Ensuring that the University responds effectively to each report; and
- Provides appropriate supportive measures to parties involved with or without the filing of a formal complaint

After an alleged violation of this policy is reported, the **Title IX Coordinator** will ensure that the appropriate measures are taken, including providing supportive measures, obtaining an external investigator, assigning advisors, and which resolution process will apply based on the allegations raised. However, the Title IX coordinator **will not** participate in the investigation, the resolution process, or decision making regarding the investigation report (see **APPENDICES C** and **D** for more information on investigation procedures and protocols).

Bentley University also has two **Deputy Title IX Coordinators**. These individuals can offer further information to those who may have questions about these policies, and formal reports can be submitted to them. The Deputy Title IX Coordinators will also keep individuals involved in the formal investigations process and provide updates regarding its progress. Similar to the Title IX Coordinator, the Deputy Title IX Coordinators will not participate in the investigation, the hearing panel, or in the deliberations regarding the investigation report. The Title IX Coordinator and Deputy Title IX Coordinators will act with independence and authority free from bias and conflicts of interest.

The Title IX Coordinator and Deputy Title IX Coordinators are knowledgeable about and will provide information on all options for report resolution. Both the Title IX Coordinator and the Deputy Title IX Coordinators can assist in providing supportive measures to remedy the impact of an incident.

In addition to the Title IX Team members listed above, Bentley has determined administrators as Officials with Authority to address and correct harassment, discrimination, and retaliation. These Officials with Authority listed below may also accept notice or complaints on behalf of the Bentley.

JOHN PIGA

Associate Dean of Student Affairs

Student Center 320

jpiga@Bentley.edu

781-891-2148

III. SCOPE OF THIS POLICY

The federal mandates established by Title IX and the Clery Act reaffirm that students, staff, faculty, and third parties (i.e., non-members of the University community, such as vendors, alumni/ae, and visitors) have the right to be free from discrimination based on their gender, sex, sexual orientation, and gender appearance/expression.

Third parties are both protected by and subject to this policy. A third party may report potential policy violations committed by a member of the University community, and the University will take appropriate steps to investigate and respond to the conduct consistent with the authority granted by the University's jurisdiction, if any, over the respondent. A third party who is accused of violating University policy may be permanently barred from the University or subject to other restrictions for failing to comply with this policy and may not be granted the full rights and processes afforded to Bentley community members through the provisions of this policy.

All procedures regarding incidents involving students can be found in **APPENDIX C** of this policy, while all procedures for incidents involving employees are found in **APPENDIX D** of this policy.

IV. JURISDICTION OF THIS POLICY

This policy applies to the education program and activities of the University, to any behaviors or conduct that takes place on the campus or property owned or controlled by the University, at University-sponsored events, or in buildings owned or controlled by student organizations that are recognized by the University.

This policy can also apply to the effects of off-campus misconduct. Thus, the policy applies to any behaviors involving community members both on and off-campus.

The University may also extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the behavior affects a substantial University interest.

Regardless of where the conduct occurred, Bentley will address any complaints and determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity. The alleged violations and/or the location (jurisdiction) of where the alleged behavior took place, will determine which adjudication process is applied: the Title IX Adjudication Process or the Gender-Based Harassment & Discrimination Adjudication (GBHD) Process. Examples of off-campus coverage of this policy include incidents that occur on faculty-led study abroad trips, the Commencement Week trip for graduating

seniors, internship programs/sites, service-learning sites, and off-campus residences of students.

The Respondent must be a member of the University community in order for its policies to apply. However, if the Respondent is unknown or is not a member of the University's community, the Title IX Coordinator will assist the Complainant in identifying appropriate campus and local resources and support options and/or, when criminal conduct is alleged, in contacting local or campus law enforcement if the individual would like to file a police report.

Furthermore, even when the Respondent is not a member of the Bentley community (where the University does not have disciplinary authority over the Respondent), the Title IX Coordinator will still take reasonably-available steps to support a Complainant through supportive measures, remedies, and resources.

When the Respondent is enrolled in or employed by another institution, the Title IX Coordinator can assist the Complainant in liaising with the appropriate individual at that institution, as it may be possible to allege violations through that institution's policies.

Similarly, the Title IX Coordinator may be able to assist a student or employee Complainant who experiences discrimination in an externship, study abroad program, or other environments external to the University (whereas the facilitating or host organization may give recourse to the Complainant through its policies and procedures of sexual harassment, non-discrimination, and retaliation).

V. COORDINATION WITH OTHER BENTLEY UNIVERSITY POLICIES

This policy addresses sexual and gender-based harassment, sexual assault (non-consensual sexual touching, forcible or not), stalking, domestic violence, and sexual exploitation, stalking, and retaliation (collectively referred to in this policy as prohibited conduct and defined in more detail below).

Other forms of sex discrimination (not based on harassment or violence), and discrimination and harassment based on race, color, nationality or ethnic origin, sex, age, or disability are governed by the University's Non-Discrimination Policy

In addition, the conduct of students, employees, and faculty is governed by the following policies:

1. Student Code of Conduct
 - Applies to all other forms of student misconduct (e.g., alcohol, drug use, threats or physical abuse, possession of firearms, etc.)
 - Overseen by **STUDENT CONDUCT SYSTEM**
2. Employment Policies and Practices
 - Set the standards of personal conduct for employees
 - Include the staff disciplinary and adjudication policies
 - Overseen by Vice President and Chief Human Resources Officer
3. Faculty and Staff Handbook
 - Sets the standards of personal conduct for faculty members
 - Includes the statement of academic freedom (See Also Academic Freedom and Freedom of Speech, below)
 - Consists of the University's adjudicatory policy
 - Overseen by Vice President and Chief Human Resources Officer
4. University Policy on Consensual Relationships
 - Prohibits romantic and/or sexual relationships between employees and students (undergraduate, graduate or doctoral), and employees and any individual whom that person supervises or evaluates in any way

Where conduct involves the potential violation of both this policy and another University policy, the University may choose to investigate other potential misconduct under the procedures outlined in this policy, instead of the procedures ordinarily used to address potential violations of such other University policies, provided that it does not unduly delay a prompt or equitable resolution of the report.

VI. ACADEMIC FREEDOM AND HARASSMENT

Bentley University is committed to principles of free speech and upholding the tradition of academic freedom. This policy is not intended to restrict teaching methods or freedom of expression, nor will it be permitted to do so. Harassment or discrimination prohibited by this policy is not a proper exercise of academic freedom.

VII. ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES:

Bentley is committed to compliance with the Americans With Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws and regulations pertaining to individuals with disabilities.

By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning. A student requesting an accommodation regarding a Title IX investigation/adjudication process must follow the appropriate procedure for requesting an accommodation through the Office of Disability Services (located in Jennison Hall). Additionally, the Office of Disability Services can provide students with a comprehensive list of off-campus resources.

The Office of Disability Services will make a determination regarding the request and notify the appropriate parties. Reasonable accommodations depend upon the nature and degree of severity of the documented disability. While the ADA requires that priority consideration be given to the specific methods requested by the student, it does not imply that a particular accommodation must be granted if it is deemed not reasonable and other suitable techniques are available. For more information regarding options for assistance, regarding both immediate and ongoing concerns, please see Appendices A and B.

VIII. RESOURCES FOR INFORMATION AND ASSISTANCE

Bentley University offers various resources for students, staff, and faculty seeking information or support under Title IX and Gender-Based Discrimination and Harassment Policy. Bentley also acknowledges that each person experiences and responds in differing ways and there are a variety of formal and informal options for support. Please review the information regarding your options for support, assistance, and reporting so that you can make an informed decision based on personal needs. Your needs may change over time, so please also know that you may choose to utilize different forms of response at different times.

Any member of the Bentley community (including visitors) is welcome to contact the Title IX Coordinator for information regarding these policies or the procedures outlined within it. The resources highlighted in **APPENDIX A** and **B** also provide information, assistance, and support to those who seek it.

IX. CONFIDENTIALITY, PRIVACY, AND REPORTING RESPONSIBILITIES OF BENTLEY EMPLOYEES

Issues of privacy and confidentiality play important roles in this policy and may affect individuals differently. While they are closely related, the concepts of privacy and confidentiality are distinct terms that are defined below.

A. Confidentiality

Confidentiality refers to the protection of information disclosed to individuals such as licensed professional mental health counselors, licensed medical professionals, and ordained clergy. When an individual shares information with a confidential resource (on campus or in the community), that is a confidential communication that will not be reported to the Title IX Coordinator under this policy.

At Bentley, complete confidentiality can only be guaranteed when a concern is shared with staff in the Health Center, the Counseling Center, and Spiritual Life Staff, and when the concern does not involve a continuing threat of serious harm to self or others. A list of Confidential Resources on and off-campus is available in **APPENDIX E** Confidential Resources submit non-personally-identifying information about Clergy-reportable crimes to the Bentley University Police Department for purposes of anonymous statistical reporting under the Clergy Act.

B. Privacy

Privacy refers to the discretion that will be exercised by the University in the course of any investigation or other processes under this policy. Bentley understands that breaches of privacy compromise the ability of the University to investigate and resolve claims of prohibited harassment, discrimination, and retaliation. The Title IX Coordinators will attempt to protect the privacy of all reports and proceedings to the extent reasonably possible. Information related to a report of prohibited conduct will be shared in the most limited manner possible with University employees who need to know in order to assist in the assessment, investigation, and resolution of the report and related issues. Additionally, in order to comply with its obligations regarding campus safety and Title IX. The University employees receive training in how to safeguard private information. The University will make reasonable efforts to investigate and address reports of prohibited conduct under this policy, and information may be disclosed to participants in an investigation as necessary to facilitate the thoroughness and integrity of the investigation. In all such proceedings, the University will take into consideration the privacy of the parties to the extent reasonably possible.

The privacy of student education records is governed by the **FAMILY EDUCATIONAL PRIVACY ACT** (FERPA).

C. Disclosures and Reporting Responsibilities of Bentley Employees

All involved parties have many options, including seeking counseling or assistance from a Confidential Resource, making a report under this policy, and/or making a report to law enforcement. The University recognizes that deciding among these options can be difficult and is an intensely personal decision. Individuals are encouraged to seek assistance and to explore all potential reporting and support options.

Please note that faculty and staff members on campus have different roles and responsibilities for reporting information should a student disclose any prohibited conduct under this policy.

It is important to understand the different responsibilities of Bentley's employees. Every employee is designated as either a Confidential Employee, a Responsible Employee, and all Other Employees.

Confidential Employees: This is an employee who may talk to a student in confidence, and generally only report to the University that an incident occurred without revealing any personally identifying information. Disclosures to these employees (e.g., physicians, nurses, professional counselors, clergy) will not trigger an investigation into an incident against the student's wishes.

Responsible Employees: Include faculty and staff, who are encouraged to call the Title IX Coordinator when an incident of sexual violence, misconduct, gender-based harassment, discrimination and/or retaliation is reported to them, especially if there is cause for fear of a person's safety. The disclosure includes the identities of both the Complainant and Respondent to the Title IX Coordinator. A report to responsible employees constitutes a report to Bentley and obligates the University to respond to the incident and take appropriate steps to address the situation.

All Other Employee: Include faculty members and other Bentley staff employees who do not fall under the categories of Confidential Employees or Responsible Employees. While these employees do not have any obligation to keep shared concerns confidential and are not required to report those concerns, the University encourages them to assist an individual who shares concerns. Individuals may seek advice from any other these employees on campus after an incident occurs. If you are unsure of someone's duties and ability to maintain your privacy, ask them before you talk with them.

This policy is intended to make members of the community aware of the various reporting and confidential disclosure options available to them. Ideally, this information will inform individuals so they can make deliberate choices about where to turn should they experience sexual misconduct, gender-based harassment, discrimination, and/or retaliation. Bentley encourages impacted parties to talk to someone identified in one or more of these groups. For more information on which employees serve in each of these capacities, please see **APPENDIX E**.

X. SUPPORTIVE MEASURES

One way in which Bentley will support those who bring forward claims of sexual misconduct, sex-or gender-based discrimination, harassment, and retaliation is to offer individualized supportive measures, without any fee or charge. Supportive measures are non-disciplinary, non-punitive personalized services offered to parties. The goal of supportive

measures is to provide support to remedy the impact of the alleged misconduct, preserve equal access to education, and protect safety. Supportive measures are available with or without the filing of a formal complaint.

Examples of supportive measures include:

- Implement contact limitations (“University No Contact Orders”) to all parties involved
- Changes in housing assignment or room combination
- Assistance from support staff
- Academic support services
- Help in rescheduling exams; extensions of a deadline; and other course-or program-related adjustments
- Limiting access to University facilities and activities pending resolution of the matter
- Change in class schedule, withdrawals, or leave of absence
- Change in work schedule or job assignment
- Arrangements for counseling, medical, and/or other health services
- Safety planning
- Providing campus security escorts
- Provide transportation accommodations
- Increased security and monitoring of certain areas of the campus

These are just some examples of the supportive measures that the University may take to support individuals involved in an incident of sexual misconduct, sex-or gender-based discrimination, harassment, and retaliation. As each individual will have their own needs and requests, the University is committed to tailoring supportive measures to the specifics of each incident, in a fair and equitable manner (without unreasonably burdening the other party). Individuals seeking to access supportive measures can contact the Title IX Coordinator or the Deputy Title IX Coordinators. The decision to impose supportive measures is made at the discretion of the Title IX Coordinator. The University will also enforce any orders that are issued by the Courts of the Commonwealth of Massachusetts.

XI. EMERGENCY REMOVAL

Bentley can act to remove a Respondent entirely or partially from its education program or activity on an emergency basis after an individualized safety and risk analysis, it is determined that such a removal is justified because the Respondent poses an immediate threat to the physical health or safety of any student or other individuals arising from the report or prohibited conduct under this policy. The risk analysis is performed by Senior Level Administrators, including the Title IX Coordinator, the Bentley University Police Department, and Student Affairs Staff Members using its standard objective violence risk assessment procedures. Under these circumstances, the Respondent will be notified in writing of the emergency removal from the University’s education program or activity, and the Respondent will have an opportunity to immediately challenge the decision following the emergency removal.

XII. DEFINING AND RECOGNIZING PROHIBITED CONDUCT

Conduct that is prohibited and encompassed by the Title IX policy includes sexual harassment, as an umbrella category, includes the offense of sexual harassment, sexual assault, dating violence, domestic violence, and stalking. It is a violation of this policy to either commit these acts or attempt to commit them. These acts are also a violation of federal and state law (including Title IX, the Clery Act, and the Violence Against Women Act). These acts are prohibited in any sex or gender configuration (i.e., between the same or differing genders), regardless of sex and gender identity. Individuals found responsible for violating these policies will face sanctions that are commensurate with the severity of the policy violation, ranging from probation through expulsion.

A. Definition of the Prohibited Conduct Under the Title IX Policy:

1. Sexual Harassment: Bentley University adheres to the following definition of sexual harassment as an umbrella category, which includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

Generally, this umbrella category prohibits unwanted conduct of a sexual nature that may take the form of sexual advances, inappropriate sexual or suggestive comments, inquiry, sounds or jokes; unsolicited touching or fondling; unwanted intercourse, or assault.

Sexual Harassment is defined as follows:

- i. Unwelcome requests for sexual favors; and/or
- ii. Other behavior of a sexual nature where:
 - a. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or participation in a university-sponsored educational program or activity. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual (often referred to as *quid pro quo* harassment); or
 - b. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, as well as creating an intimidating or offensive educational, social, living, or working environment.
- iii. Harassing conduct that is sufficiently severe, pervasive, and objectively offensive (often referred to as *hostile environment*). Such conduct denies, limits, or interferes with the ability to participate in, or benefit from:
 - a. Educational programs, services, opportunities, or activities; or
 - b. Employment access, benefits, or opportunities.

2. Sexual Assault is a form of sexual misconduct that is a violation of University policy as well as federal and state statutes. The Commonwealth of Massachusetts defines sexual assault as "any sexual activity that is forced, coerced, or unwanted" and refers to the crimes of rape and indecent assault and battery. Bentley University adheres to the following definitions of rape and indecent assault and battery:

- i. **Rape** includes penetration (oral, anal, or vaginal) no matter how slight, of any orifice with a body part or any object without effective consent.
- ii. **Indecent Assault and Battery** includes non-consensual sexual contact without penetration.
- iii. **Incest** sexual activity between family members or close relatives.
- iv. **Statutory rape**, which in Massachusetts is when a person has sexual intercourse with an individual under age 16.

The severity of the violation is the same whether the Respondent is a stranger or known to the Complainant. All students, faculty, and staff should be aware that the University is prepared to respond to any incidents of sexual assault. Individuals found responsible for violating this policy will face sanctions that are commensurate with the severity of the violation, including University expulsion.

3. Relationship Violence: At Bentley, relationship violence encompasses dating violence and domestic violence and can involve current or former intimate partners, spouses, social or dating relationships.

Dating Violence and Domestic Violence is any act of violence or pattern of abusive behavior in a relationship. The acts of violence or abuse can be but are not limited to actual or threatened physical, sexual, verbal, emotional, financial, or digital. It is unwanted and causes physical or emotional harm. Relationship violence occurs in both same-sex and opposite-sex relationships. The determination of the existence of a relationship is based on the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. All students, faculty, and staff should be aware that the University is prepared to respond to any incidents of dating violence and domestic violence. Individuals found responsible for violating this policy will face sanctions that are commensurate with the severity of the violation, including University expulsion.

Examples of relationship violence include, but are not limited to:

- **Physical abuse:** hitting, slapping, shoving, grabbing, pinching, biting, hair pulling, or throwing objects at a person.
- **Sexual abuse:** attacks on sexual parts of the body, forcing sex after physical violence, treating one in a sexually demeaning manner, coercing or attempting to coerce any sexual contact or behavior without consent, or marital rape.

- **Psychological or emotional abuse:** a pattern of behavior undermining a person's sense of self-worth or self-esteem, constant criticism, possessiveness, damaging possessions, threats, intimidation, diminishing a person's abilities, name-calling, public humiliation, and damaging a person's relationship with their friends or family.
- **Financial abuse:** Taking money from or prohibiting access to bank accounts.
- **Digital abuse:** Controlling social media accounts, or harassment through social media or other forms of technology.

4. Stalking: is a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to fear for their safety, fear for the safety of others, or suffer emotional distress. Stalking can occur between strangers, individuals who know each other, or individuals who are or were previously in a relationship. Stalking behaviors may include unwanted following or watching, unwelcome gifts, or communications in person, in writing, or through the use of technology. It also includes accessing personal information to monitor a person's activity. Any stalking behavior can be done directly, indirectly, or through a third-party. For purposes of this definition, a reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant . Individuals found responsible for violating this policy will face sanctions that are commensurate with the severity of the violation, including University expulsion.

B. Other Prohibited Conduct – Gender-Based Harassment and Discrimination

In addition to the forms of sexual harassment described above, which fall within the coverage of Title IX, Bentley additionally prohibits the following offenses as forms of discrimination outside of Title IX when the act is based upon the Complainant 's actual or perceived membership in a protected class.

1. Sexual Exploitation: Sexual exploitation occurs when a person takes non-consensual, unjust, or abusive sexual advantage of another for their own advantage or benefit, or for the benefit or advantage of anyone other than the one being exploited. This behavior may not fall within the definition of non-consensual sexual contact/activity or sexual harassment, but it is still a violation of policy.

There are many degrees and types of sexual exploitation, including, but not limited to:

- i. **Photographing or Video/Audio Taping Sexual Contact or Activity:** Photographing or taping someone (via audio or video) involved in sexual activity, or in a state of undress without their consent or knowledge constitutes prohibited sexual exploitation. Even if a person consented to the sexual activity or intercourse, photographing or taping someone without their knowledge goes beyond the boundaries of that consent.
- ii. **Disseminating Photographs or Video/Audio Tapes of Sexual Contact or Activity:** The dissemination of photographs or video/audio of someone involved in sexual activity, or in a state of undress without their knowledge or consent constitutes a separate and additional act prohibited by this policy.
- iii. **Voyeurism:** Voyeurism is the act of observing, spying on, or listening to a person involved in sexual contact/activity, or in a state of undress without their knowledge or consent.
- iv. **Inducing Intoxication/Incapacitation for the Purpose of Sexual Activity:** Offering drugs, alcohol, or other substances to a person with or without their knowledge with the intent to impair their ability to withhold consent or their ability to knowingly consent to sexual activity is a violation of this policy. This type of conduct constitutes sexual exploitation, regardless of whether any sexual activity takes place.

2. Harassment Based on Sexual Orientation, Gender, or Gender Identity: Harassment based on sexual orientation, gender, or gender identity is defined as derogatory comments, actions, or conduct that may include acts of verbal, nonverbal, cyber, or physical aggression, intimidation, or hostility, even if those acts do not involve conduct of a sexual nature. Such conduct is directed toward an individual by virtue of their actual or presumed sexual orientation, gender, or gender identity and:

- i. Humiliates or intimidates an individual;
- ii. Impedes academic or work performance; and/or
- iii. Interferes with university life.

3. Online Misconduct

The University's harassment policies are written and interpreted broadly to include online and virtual conduct that have an effect on its education program and activities. Any behavior that is prohibited by the policy is also prohibited in cyber-forms through the use of technology, networks, or equipment.

While the University may not control websites, social media, and other venues in which harassing communications are made, however, when such communications are reported, it will respond in a variety of means to address and mitigate the effects.

Bentley encourages members of the community to be good digital citizens and to refrain from online misconduct. Examples of online misconduct include but not limited to: feeding anonymous gossip sites, sharing inappropriate content via web/video conferencing, text messages, emails, chats, instant messaging, screensavers, blog, or other social media sites, unwelcome sexting, revenge porn, breaches of privacy, or otherwise using the ease of transmission and/or anonymity of the Internet or other technology to harm another member of the campus community.

4. Complicity

Complicity is any act taken with the purpose of aiding, facilitating, promoting, or encouraging the commission of an act of prohibited conduct by another person.

5. Retaliation

Retaliation occurs when an adverse action is taken against an individual for raising concerns about conduct which is prohibited by law or policy. All members of the Bentley community have the right to raise concerns or file a complaint through the **STUDENT CONDUCT SYSTEM** without fear of retaliation. Additionally, it is both unlawful and a violation of University policy to retaliate against an individual for filing a report of sexual misconduct, gender-based discrimination, or harassment. Retaliation is also prohibited against anyone who participates, assisted, or refused to participate in an investigation or adjudication of sexual misconduct, gender-based discrimination, and harassment. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated. Bentley is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation. Examples of retaliation can include hostility, intimidation, threats, coercion, exclusion, or discrimination directly or indirectly. Individuals found responsible for violating this policy will face sanctions that are commensurate with the severity of the violation, including University expulsion.

XIII. DEFINITION OF CONSENT

- A. Bentley's University's definition of consent applies to all of the acts listed above as prohibited conduct under this policy. Bentley University adheres to the following definition of consent:

Consent is a clear and voluntary agreement to engage in specific acts of sexual contact or activity, communicated through mutually understandable words or actions. Consent is always freely informed and actively given. Consent is an affirmative process. It is the responsibility of the person who wants to engage in sexual activity to make sure that they have received consent. If an individual initiating sexual activity is not sure if they have received consent, they have an obligation to seek additional clarification, as consent cannot be based on assumption. The existence of a dating relationship does not imply consent, and even once consent has been given, it can be withdrawn at any time. If consent is withdrawn, that sexual activity should cease immediately.

Consent can never be assumed or implied. The absence of "No" or silence does not mean that consent has been given. Additionally, consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Consent is not present and may never be obtained:

- i. Through the use of coercion, manipulation, intimidation, or force;
- ii. From an individual who is incapacitated; or
- iii. From an individual who is under the legal age of consent (16 in the state of Massachusetts).

iv. Definitions of coercion, force, and incapacitation are included below:

- B. **Coercion** is unreasonable pressure for sexual activity. Coercion can include the use of verbal or physical conduct such as manipulation, intimidation, isolation, force, or threats. Coercion includes continued pressure after an individual has made it clear that they do not want to engage in the behavior. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.
- C. **Force** is not only limited to physical violence but also includes threats, intimidation, abuse of power, coercion, duress, or any combination of these behaviors to overcome an individual's freedom to choose whether to engage in sexual activity. Sexual activity that is forced is, by definition, non-consensual. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.
- D. **Incapacitation** consent is not present when an individual is incapacitated. An Incapacitated individual is someone who cannot make rational, reasonable decisions because they lack the capacity to understand the "who, what, when, where, why, or how" of sexual interaction. This includes a person whose incapacity results from mental disability, sleep, involuntary physical restraint, unconsciousness, or use of alcohol or other drugs. Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. The impact of alcohol and other drugs varies from person to person, and if there is any doubt as to the level or extent of the other person's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.
 - a. **In evaluating consent in cases of alleged incapacitation**, the University asks two questions: (1) Did the person initiating sexual activity know that the other party was incapacitated? and if not, (2) Should a sober, reasonable person in the same situation have known that the other party was incapacitated? If the answer to either of these questions is "Yes," consent was absent, and the conduct is likely a violation of this policy.
- E. **Under legal age**, consent is never present if an individual is under the legal age of consent (16 in the state of Massachusetts).

XIV. ADDITIONAL PROVISIONS, DEFINITIONS, AND CLARIFICATIONS

- A. **Complainant:** An individual bringing forth a report that they have experienced one or more alleged policy violations that could constitute harassment, discrimination, and/or retaliation under these policies.
- B. **Respondent:** An individual who is alleged to have carried out one or more of the prohibited acts or conduct defined in these policies.
- C. **Advisor:** An Advisor (support person) is a party chosen by an involved individual or appointed by the University to accompany the party to meetings, related to the resolution or adjudication process, to advise the party on that process, and to ask questions of the party and witnesses at the hearing, if necessary. The Advisor can be a faculty member, staff member, coach, attorney, parents, friend, community advocate, or a labor union representative.
- D. **Leniency (Amnesty):** Students may be concerned about reporting sexual misconduct and gender-based harassment and discrimination, believing that their own behavior might subject them to disciplinary action (e.g., a Complainant or witness is underage and was using alcohol or drugs at the time of the incident). Witnesses and Complainants should be assured that the focus in matters of sexual misconduct, harassment, and discrimination is always on the reported behavior, not on whether someone was, for example, using alcohol or drugs at the time. Individuals are encouraged to come forward and report such conduct regardless of the surrounding circumstances. This is also in keeping with Bentley's medical amnesty and medical assistance policies.

In situations involving allegations of sexual misconduct, Bentley University will seek to make the sexual misconduct allegation the primary focus of any investigation or disciplinary action. In such circumstances,

the University will exercise leniency regarding secondary conduct violations (e.g., underage drinking), and those issues will not be subjected to adjudication. It should be noted that the use of alcohol or drugs does not excuse sexual misconduct, and a person who has been incapacitated through the use of alcohol or drugs (or by any other means) cannot give effective consent to sexual activity.

- E. **Use of Alcohol or Drugs:** A person who has consumed alcohol and/or drugs still has a responsibility to obtain ongoing consent for any sexual activity with another person. The use of alcohol or other drugs by the person initiating sexual activity will never be accepted as an excuse for failing to obtain consent. Please see Bentley's definition of Consent, in Section XIII of this document, for more information.
- F. **Preserving Evidence:** All parties involved in a matter under the Title IX and Gender-Based Harassment and Discrimination policy should preserve as much evidence as possible. In addition to any physical evidence that may be preserved, the following may also be helpful to an investigation and adjudication process:
 - Any letters,
 - Notes,
 - Emails,
 - Phone calls,
 - Videos,
 - Photos,
 - Text Messages,
 - Social media postings (Facebook, Instagram, Twitter, Snaps, etc.),
 - Computer and Phone screenshots,
 - Voicemails, or any other form of evidence that may be helpful.
 - Chat room, message boards, blogs

XV. REPORTING AN INCIDENT

All involved parties have many options, including seeking counseling or assistance from a Confidential Resource, making a Formal Report under this policy, and/or making a report to law enforcement. The University recognizes that deciding among these options can be difficult and is an intensely personal decision. Individuals are encouraged to seek assistance and to explore all potential reporting and support options.

Individuals may choose to seek action or assistance both on campus as well as through the surrounding community. Additional or supportive measures may be provided to remedy the impact of the alleged misconduct as well as an investigation and adjudication process. The following situations are an example of reasons why you might choose to report an incident of misconduct:

- To seek formal action against someone, such as removing them from a class or campus
- To educate the person about their behavior through the use of the University's processes and procedures
- To make Bentley aware of the behavior in case, it is part of a larger pattern
- To help prevent similar incidents happening again in the future
- To confront the individual and make your voice heard about how you feel about what happened
- To receive supportive measures such as assistance in changing classes or other on-campus arrangements
- To receive support in coping with an incident

Reporting Confidentially

If you are seeking support but want to maintain confidentiality, the best on-campus resources for you include the Health Center, staff in the Counseling Center, and the Spiritual Life staff. All of these resources are included in the cost of attendance for students, and the clinicians in the Health Center and Counseling Center staff can be seen on an

emergency basis. The off-campus resources listed in Appendix E are also confidential resources. You may consider a confidential option if you:

- Would like to know about support and assistance but are not sure if you want to pursue formal action against the individual;
- Have questions or would like to process what happened with someone without involving police or Title IX procedures/Gender-Based Harassment and Discrimination procedures; and/or
- Do not want the Respondent (i.e., alleged violator) to know that you are seeking help or support

Please be aware that confidential resources have some obligations to report, **notably when the individual is in imminent danger or posing imminent danger to others**. There are also obligations to report situations involving the abuse of a minor.

Informal Resolution

Individuals may seek an informal resolution in place of a formal report and investigation. In order to initiate informal resolution, a Complainant needs to submit a formal complaint. The University, however, has the discretion to determine whether the nature of the reported conduct is appropriate for an informal resolution, to determine the type of informal resolution that may be appropriate in a specific case, and to refer a report for formal investigation at any time.

Participation in an informal resolution process is voluntary and requires written consent from all involved parties. The University will not compel a complaining party or Respondent to engage in an informal resolution, will not compel a Complainant to directly confront the Respondent, and will allow a Complainant or Respondent to withdraw from the informal resolution process at any time. The University may decline the request for informal resolution in any particular case and may terminate an ongoing informal resolution process at any time. Pursuing an informal resolution does not preclude later use of a formal investigation if the informal resolution fails to achieve a resolution acceptable to the parties and the University. When the Complainant or the Respondent withdraws from an informal resolution process, or when an informal resolution is otherwise terminated for any reason, any statements or disclosures made by the parties during the course of the informal resolution may be considered in a subsequent formal investigation.

With any informal resolution, each party has the right to choose and consult with a support person. The support person may be any person, including an attorney, who is not otherwise a party or witness to the reported incident(s). The parties may be accompanied by their respective support persons at any meeting or proceeding held as part of the informal resolution. While the support persons may provide support and advice to the parties at any meeting and/or proceeding, they may not speak on behalf of the parties or otherwise participate in, or in any manner disrupt, such meetings and/or proceedings. Informal resolutions may include:

- i **Resolution with the Assistance of a Neutral Party:** A Complainant may seek assistance in informally resolving a report of prohibited conduct from the Title IX Coordinator, who can arrange to have a trained, neutral party facilitate a meeting or meetings between the parties. The availability of this informal resolution is subject to the agreement of the Title IX Coordinator, the Complainant, and the Respondent.
- ii **Interventions and Remedies:** Informal resolution agreements may involve a host of interventions and remedies, such as actions designed to maximize the complaining party's access to educational, extracurricular, and/or University employment activities; increased monitoring, supervision, and/or security at locations or activities where the prohibited conduct occurred or is likely to reoccur; targeted or broad-based educational programming or training for relevant individuals or groups; academic and/or University housing modifications for involved parties; workplace modifications; and/or any other remedial or protective measures that can be tailored to the involved individuals to achieve the goals of the Policy.

Any form of informal resolution and any combination of interventions and remedies may be utilized. If an agreement acceptable to the University, the Complainant, and the Respondent is reached through an informal resolution process, the terms of the agreement are implemented, and the matter is resolved and closed. If an agreement is not reached, and the Title IX Coordinator determines that further action is necessary, or if a Respondent fails to comply with the terms of the informal resolution, the matter may be referred for a formal investigation. The Title IX Coordinator will maintain records of all reports and conduct referred for informal resolutions. The Complainant and Responding parties should also know that the Complainant has the option to bring criminal or civil actions against the Respondent.

Formal Reporting Options

Bentley University encourages all students, faculty, and staff to file a formal report of an incident to designated campus officials. A list of all responsible employees (those designated officials who have a duty to report incidents of misconduct to the Title IX Coordinator) can be found in **APPENDIX E** of this policy. Reporting to any of these individuals is considered official notice to the University. After you filed a report and requested an investigation, you should expect the University to investigate and properly resolve the incident through administrative procedures. Information disclosed in a formal report will be shared only with individuals who need to know of the incident, including the incident investigator, Respondent, witness(es), and Title IX Coordinators.

Please note that separate protocols exist for criminal reports. If you would like to file a criminal report, please contact University Police at 781-891-2201. Please note: University Police will meet with members outside of the Bentley Police station if requested.

Please note, privacy provisions in Section IX shall apply to a Formal Report.

You may consider filing a report if you:

- Would like formal action taken. Formal action can include assistance in obtaining a restraining order or University “No Contact” order, filing criminal charges, or conduct or employment action for the Respondent if they are found responsible for violating University policy.
- Would like the University to be aware of the situation in case it happens again.

For more information on Title IX and the Gender-Based Harassment and Discrimination procedures (including investigations and hearings), please contact the Title IX Coordinator or Deputy Title IX Coordinators. You can also review the full policy and appendices here.

XVI. INVESTIGATION AND ADJUDICATION PROCEDURES AND PROTOCOLS

For information regarding investigation and adjudication procedures and protocols for reports involving students, please see **APPENDIX C** of this policy. For procedures and protocols for reports involving only faculty and staff, please see **APPENDIX D** of this policy.

XVII. PREVENTION AND EDUCATION

Bentley University prides itself on being a leader in providing ongoing educational programs, annual training, lectures, and initiatives for its community related to sex/gender-based discrimination risk reduction and bystander intervention. Examples of these educational efforts include:

- HAVEN (a mandatory online training that educates and raises awareness regarding sexual assault for both undergraduate and graduate students)
- AlcoholEdu (a mandatory online training that inspires students to reflect on and consider changing their drinking behaviors)
- Consent Day
- White Ribbon Campaign
- Walk a Mile in Her Shoes
- Guess the Straight Person
- Bystander training
- One Love Foundation’s Escalation workshop
- Hook up culture panels
- Ally training
- Documentaries and guest speakers

XVIII. TRAINING OF TITLE IX COORDINATORS, INVESTIGATORS, HEARING OFFICERS, APPELLATE AUTHORITIES, FACULTY AND STAFF

The University will provide appropriate training to all Title IX-related personnel with responsibilities under this policy, including the Title IX Coordinators, Deputy Coordinators, Investigators, and those with authority over University Adjudication Processes, and Appeals. The training will be conducted each academic year and will cover the University's applicable prohibited conduct, adjudication processes, due process, and applicable federal and state laws and regulations. The annual training will also ensure that all Title IX-related personnel will be able to appropriately address allegations, provide accurate information to members of the community, protect the safety, and promote accountability. These training materials are publicly available on the University's Title IX website and will be made available for in-person review upon request.

XIX. ANNUAL REVIEW

This policy is maintained by the Title IX Office. The University will review this policy on at least an annual basis. The review will capture evolving legal requirements, evaluate the supports and resources available to the parties, and assess the effectiveness of the resolution processes (including the fairness of the process, the time needed to complete the process, and the sanctions imposed). The review may incorporate feedback from parties and an aggregate view of reports, resolution, and climate.

I. Appendices

There are several appendices to this policy which can be found on our [WEBSITE](#).

These appendices include:

APPENDIX A: Resources for Reporting Parties

APPENDIX B: Resources for Responding Parties

APPENDIX C: Investigation and Adjudication Procedures for Incidents Involving Students

APPENDIX D: Investigation and Adjudication Procedures for Employee-to-Employee Matters (pending approval from George Cangiano)

APPENDIX E: Types of Employees at Bentley University

Living on Campus

Living on campus has many benefits. Among these is the opportunity to live in close proximity to other students and engage in the social and academic interactions that such proximity allows. Those interactions should always take place with the understanding that individual and group behaviors should not have a negative impact on the greater Waltham or campus communities; we all need to be well mannered and considerate neighbors.

ROOM/SUITE/APARTMENT VISITOR CAPACITY

Bentley University recognizes that students may want to have visitors or guests gather in their room, suite or apartment. Due to Covid-19 safety concerns, the specific number of visitors within a residence hall may fluctuate at the discretion of the University.

Bentley staff and students who are within the Covid-19 testing protocols established by the University are permitted in residence halls in limited numbers while maintaining both social distancing and face coverings. No in-person gatherings of more than (room/suite/apartment) occupancy plus 2 are permitted inside of residence halls or outside on campus property. Students must maintain a physical distance of at least 6 feet when traversing campus, including inside residence halls. Consideration should be made when passing others in hallways, doorways, and in elevators.

Note that courtesy and quiet hours policies remain in effect. If it is determined that a room, suite or apartment is causing excessive noise or disruption, or other policy violations are occurring, staff may require guests to leave the space.

APPLIANCES

All cooking appliances, except microwave ovens, are prohibited from residence hall rooms. This includes hotplates, hotpots, toaster ovens, rice cookers and any other appliances. Space heaters are not allowed. Offenders may face fines and other disciplinary sanctions.

DISPOSAL OF SHARP MEDICAL WASTE

To ensure the safety of all students in our residence halls as well as all university staff, residents who use any kind of sharp medical supplies (hypodermic needles, lancets, infusion needles, etc.) are required to dispose of them in an approved "sharps" container.

Students who use sharp medical supplies are expected to adhere to the following protocol:

- Obtain an approved sharps container from the Bentley University Health Center (free of charge) during regular business hours. The Health Center is located in Rhodes Hall.
- All sharp medical waste (used or not) should be placed in this container. This container can be stored in the resident's room.
- When the container is 2/3 full or once the contents rise to the full level marker on the container, it should be returned to the Health Center who will properly dispose of the container and issue a new one (also free of charge).

It is imperative that students do not dispose of sharp medical supplies in regular trash or recycling containers within the residence halls (or elsewhere on campus). It is also imperative that students do not flush used needles or other sharp medical supplies down the toilet or place in glass containers. This behavior exposes members of the community to a potential health hazard. Failure to comply with the proper disposal of sharp medical waste may result in disciplinary action against the individual.

POLICY ON THE USE OF DRONES AND UAVS ON CAMPUS

The operation of a drone or UAV (unmanned aerial vehicle) over Bentley property is prohibited in the absence of approval by the Bentley University Chief of Police. In order to obtain approval for the operation of a drone or UAV over Bentley property, the operator must file an application with the Chief of Police at least 48 hours prior to the planned operation. The application forms may be obtained at the Police Department. For more information on this policy, please visit the [CAMPUS SAFETY WEBSITE](#).

PROPERTY VIOLATIONS

Violations of university property encompass violations of policies that are destructive or detrimental to the physical environment of the campus.

SCREEN/WINDOW POLICY

Residents will be assessed a fine for every unauthorized screen removal. . Residents who are having problems with their screens are responsible for reporting the issue immediately to a residential staff member or via the work order system. Throwing or dropping objects out of the windows will result in a conduct violation and subsequent conduct hearing. Using windows as entrances or exits to residence halls is strictly prohibited and will result in action within the **CONDUCT SYSTEM.**

Riser restrictors are installed in windows on ground floor units for student safety. Tampering with riser restrictor's compromises student safety.

CONDITIONS OF COMMON AREAS

If damages occur to common areas within buildings (hallways, bathrooms, stairwells, lobbies, lounges, laundry rooms, basements, elevators), and responsibility cannot be ascertained, the damage charge can be assessed equally among the residents in the floor/building. For the purpose of community billing, common area damages are defined as trash, vandalism (broken exit signs, broken glass, broken windows, damaged ceiling tiles, etc.), bodily fluids, fire extinguisher discharge, and furniture removal. Residents or the guest(s) of residents who damage community areas of a residence hall are strongly encouraged to accept responsibility. Damages may result in fines being assessed directly to the students' account for labor, repair or replacement cost. Students will be informed upon discovery of community damage or vandalism. The residents of the area in question will be informed of the community billing process.

PETS

No pets are allowed in residential buildings, except for fish in tanks no larger than 10 gallons. Those found with unauthorized pets are subject to fines, conduct action, and cleaning costs. Service and Therapy animals living in the residence halls are not considered "pets" and any questions regarding such animals should be referred to the Residential Center and/or Disability Services.

Residential Center Policies

GENERAL INFORMATION ABOUT HOUSING

Only Bentley students who carry a full course load (12 or more credits) are eligible for housing. The housing contract is for this academic year only. Students whose association with Bentley has been terminated or who are no longer functioning as students are not permitted to return to university housing.

The university reserves the right to enter any room or apartment to inspect and/or perform maintenance of the physical plant and to handle emergencies that threaten the safety of residents (including but not limited to smoke, fire, flooding, life-threatening illness or possible criminal activity). Staff members respect the privacy of student rooms, but will respond and take appropriate action when students create a disturbance or nuisance or when there is a clear and present danger.

CLOSING DATES AND INFORMATION

The University is not in session during official vacation periods; therefore students must vacate all rooms during breaks in between trimesters. Students may remain in housing over some University breaks, but the dining halls are not open. All students must vacate their rooms or apartments within 24 hours of their last final exam or by the closing date listed in the housing contract of that trimester, whichever comes first. Students who do not vacate their rooms by the closing time and day may be assessed \$100 and face conduct action. The university is not responsible for personal property left behind after the move-out date and time. Everything left behind is disposed of immediately after the move-out date. Please remember to take all your belongings with you when you move out. Please see the Housing and Dining Contract as well as the Housing and Dining Contract Addendum.

ROOM CHANGE PROCESS

The Residential Staff is available to assist residents with any problems they may be encountering. Requests for room changes may occur throughout the year for many reasons (desire for a new community, unresolved roommate conflicts, etc.). The Residential Center staff is available to assist residents in the room change process after alternative options have been discussed.

STUDENT-INITIATED ROOM/BUILDING CHANGES

After the initial census of the building is completed (the first two weeks of each semester), students may request to change their room and/or building assignment provided that space is available and the proper procedures have been followed.. Students experiencing roommate problems should speak with their Resident Assistant and Residence Director. Unauthorized room changes may result in financial adjustment and/or disciplinary action.

UNIVERSITY-INITIATED ROOM/BUILDING CHANGES

The university reserves the right to change room assignments at its discretion. In order to achieve full utilization of facilities, the Residential Center reserves the right to assign and change student room assignments at its discretion, to assign anyone on a temporary basis to vacancies and to consolidate vacancies. Students who refuse to accommodate the university in its attempts to make best use of vacant space will have disciplinary action through the **CONDUCT SYSTEM**.

HOUSING REFUNDS

Due to the high fixed costs of operating and maintaining the residence halls, room charges are made for the entire academic year (although payable by semester). Charges are not refunded when a student withdraws from housing.

WITHDRAWAL FROM HOUSING

If a student believes they have an extenuating circumstance they may request permission to terminate the housing contract by completing and submitting the appropriate Contract Release Form. Information about this form is available on the Residential Center website. Contract releases are not granted often. Please note this is a request and a committee of University representatives will review all requests. A member of the Residential Center will inform you of the committee's decision via e-mail to your Bentley University email account.

Please Note: The student remains financially responsible for all housing and meal plan charges until the petitioning process is completed and approved.

POLICIES ON ROOM OCCUPANCY

The Residential Center has been charged with the responsibility of maintaining 100% occupancy of the residential facilities. The Residential Center will make every effort to notify current residents of a room change.

UNWELCOMING ENVIRONMENT

If you are found to be creating an unwelcoming environment to someone who is currently living in a space or moving into a space, or if a student is unable to move into a vacant space due to the environment you have created, you will be held responsible through the **CONDUCT SYSTEM**.

UNAUTHORIZED RESIDENTS

Only people who have a current housing contract are permitted to reside in university housing. If anyone is found living in university housing not permitted by Residential Center staff, they, along with the residents who have permitted them to stay in their room/apartment, will be subject to action up to and including fines, removal from the university, and payment of the full cost of the space.

FURNITURE AND PAINTING

University furniture may not be removed from any student accommodations. The university will not remove or store any Bentley-issued furniture. Lofts are not allowed unless provided by the university. University furniture may not be used outdoors. For fire safety purposes, any small furniture brought into the residence hall must comply with California flammability standards. No outside couches or oversized chairs will be permitted. Due to the high potential for damage to university and student property, waterbeds are prohibited. Residents may not paint their room, suite, or apartment.

COMBINATION CHANGES

Most rooms and apartments have combination locks instead of keyed doors. When a student receives the combination to their living unit, they should keep it confidential. Students will be charged for a combination change, unless the change is necessary for administrative reasons (e.g., room changes, withdrawals or security incidents).

LOCKING OF RESIDENTIAL BUILDINGS

To provide security for residents, all exterior doors of residential buildings are locked 24 hours a day. Access to the buildings is gained by resident student ID cards. Students can assist in increasing the security of their buildings by not propping open the exterior doors, not letting other people in and not pulling a door to try to force it open. Violators of any of these security precautions will be referred to the **CONDUCT SYSTEM**. Students should immediately contact University Police or the Residential Center staff if they see unauthorized people in the halls.

MAINTENANCE

The Residential Center acts as a liaison to the Facilities Management department in all matters related to the maintenance of residence halls. Students should submit an **ONLINE SERVICE REQUEST** through "Infor." if their living area requires repair or maintenance work. This information is relayed to the Residential Center, which initiates and expedites a work request. If an emergency develops after normal business hours, contact University Police, through an RA if possible. The Residential Center maintains a continuous status check on requests and notifies the student if any problems arise in connection with the work.

Student Programs and Engagement

GENERAL REGULATIONS REGARDING ALCOHOL AT EVENTS

- The Commonwealth of Massachusetts recognizes only a Massachusetts driver's license as positive proof of age for individuals wishing to consume alcoholic beverages at university functions. For Bentley students who are non-Massachusetts residents, the only acceptable form of identification for proof of age is a valid driver's license from the student's place of permanent residence or a valid passport. University management reserves the right to deny service of alcohol or entrance to areas of alcohol service to anybody at any time.
- A Bentley identification card is required for admission to all campus events at which alcohol is served. All Bentley students are subject to verification by official registrar's records. Any exceptions to the ID policy must be approved by the Dean of Student Affairs. Guests are admitted only if they are accompanied by their Bentley host. No more than one guest is admitted per host. Some events receive prior approval from Student Programs & Engagement to be open to non-Bentley students. *Please note: Exceptions to this policy can be made by the Dean of Student Affairs in advance of the event.* Out-of-state guests wishing to purchase alcoholic beverages who do not possess a Massachusetts driver's license must produce positive proof of age and picture identification. University IDs will not be accepted as proof of age.
- TIPS trained staff check IDs to ensure that students and guests are 21+ upon entry.
- Obviously intoxicated individuals will not be served alcoholic beverages under any circumstances.
- **Open Bar Policy:** Bentley does not permit "open bars" on the campus at events sponsored by student organizations, on-campus groups, visiting conference groups or other special guests. Each cash-paying customer must be in compliance with university policies on alcohol consumption.
- **Outdoor Event Policy:** The use of alcohol at outdoor events is covered extensively below under **REGULATIONS ON USE OF ALCOHOL IN PUBLIC AREAS AND REGULATIONS IN USE OF ALCOHOL AT STUDENT-SPONSORED EVENTS.**

Regulations on Use of Alcohol in Public Areas

Regardless of a person's age, alcoholic beverages may not be consumed in any public area. Public areas are defined as all areas outside of residence hall rooms, suites and apartments and all university grounds except for licensed areas.

Regulations for Licensed Service of Alcohol at Events

The use of alcohol should not be the primary focus of any event. This attitude must be reflected in all aspects of program planning and implementation and specifically in the promotion of the event and the pricing of alcohol provided at the event (e.g., program promotion should not emphasize alcohol and prices may not be lowered to encourage drinking). The following points should be made regarding events.

- At functions where alcoholic beverages are available, sufficient food and nonalcoholic beverages must also be readily available during the entire event.
- No alcohol can be dispensed at outdoor programs unless (and only for exceptional cases) a liquor license is obtained for the event. Appropriate university personnel must dispense the alcoholic beverages at these events.
- Events where alcoholic beverages are available are required to have Student Programs & Engagement event staff and University Police officers on duty for the duration of the event to assist in monitoring the event. Waivers of this requirement may be granted by the department controlling the facility in which the event is held and University Police and are issued primarily for small functions.

- The organization(s) or individual(s) sponsoring an event has responsibility for ensuring that the above regulations are followed. Should an organization or student fail to fulfill its obligation, action within the **CONDUCT SYSTEM** will result.

Student Responsibility

- After gaining admission to an event, individuals of legal drinking age (21 years of age and older) who wish to purchase and consume alcoholic beverages will be directed to a station where IDs will be checked and their age verified.
- This station will be staffed by Student Programs & Engagement event staff. At that station, the patrons must present a Bentley ID and one form of government-issued picture ID. IDs will be compared to a print-out of all duly registered Bentley students, which will be supplied by the Office of the Registrar, to verify the student's birth date. This document will be considered to be the preeminent authority in regard to the student's age. Any discrepancies between IDs and the printout will be resolved on the next regular business day during normal operating hours.
- Patrons of verified legal drinking age will have a colored plastic wristband affixed to their wrist by event staff. Only individuals wearing wristbands will be allowed to consume alcohol.
- Any server, staff member, event staff, student manager or University Police officer may request to see proper ID at anytime during an event.
- Alcoholic beverages are limited to one serving per purchase.
- Servers may deny service, at their sole discretion to any individual they consider to be intoxicated.
- Anyone not wearing the appropriate wristband found consuming alcoholic beverages at any event will be removed from the premises immediately and subject to disciplinary action. Sanctions are applicable to both minors and individuals of legal drinking age who have not gone through the proper procedure for procuring a wristband. Additional sanctions will be levied for uncooperative or abusive behavior.
- Whenever a person's behavior is abusive or threatening or when a person fails to produce identification or leave the event when asked to do so, appropriate staff is summoned. If the individual remains uncooperative, university police officers will be called to handle the situation.
- Complete lists of those prohibited from entering events are kept at the door. Violations or attempted violations are referred to the Student Conduct Staff.
- Purchasers and consumers of alcoholic beverages will not be physically separated from individuals not of legal drinking age, but both remain responsible for compliance with all policies on the consumption of alcohol.

Resources

Every member of the Bentley University community has the right to physical safety and freedom from harassment. If you have been physically or sexually assaulted or harassed, please do not feel that you are alone. There are many people at Bentley who can help you.

For support and help, you may call the individuals listed below or anyone else from their offices. For 24-hour emergency help, including weekends, evenings and nights, call University Police at 781-891-3131. At your request, they will try to reach the following offices:

- **Academic Services**
781-891-2803
- **Athletics**
781-891-2493
- **Center for International Students and Scholars**
781-891-2829
- **Center for Wellness and Health Promotion**
781-891-2600
- **Counseling Center**
781-891-2274
- **Dana Athletic Center**
781-891-2256
- **Dean of Student Affairs**
781-891-2161
- **Disability Services**
781-891-2004
- **Health Center**
781-891-2222
- **Human Resources**
781-891-3427
- **Multicultural Center**
781-891-2132
- **Ombudsperon Eliane Markoff**
781-891-3102
- **Residential Center**
781-891-2148
- **Spiritual Life**
781-891-241
- **Beth Israel Hospital**
617-667-7000
- **Beth Israel Rape Crisis Program**
617-667-8141
- **Brigham and Women's Hospital**
617-732-5500
- **Newton-Wellesley Hospital**
617-243-6000
- **Mount Auburn Hospital**
617-492-3500
- **Waltham Police Department (non-emergency)**
781-893-3700
- **Boston Area Rape Crisis Center**
800-841-8371
Confidential, 24-hour hotline; rape counseling; and Male Survivor Initiative
- **Fenway Community Health Center**
888-242-0900
Violence recovery program for gay, bi-sexual and transgender survivors
- **Samaritans**
877-870-4673
A 24-hour crisis hotline to discuss all issues

Important Numbers

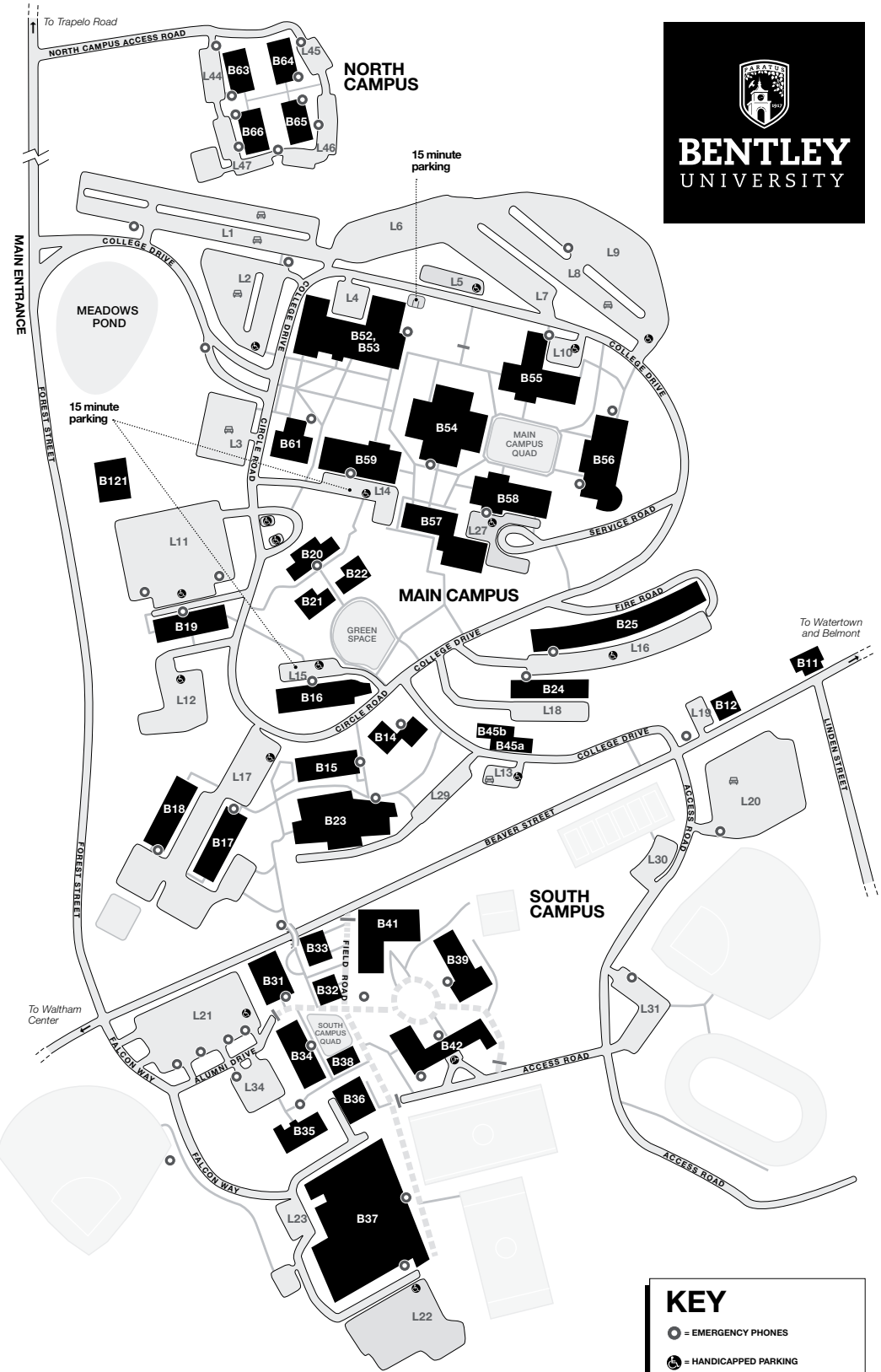
- **Academic Services**
781-891-2803
- **Athletics**
781-891-2493
- **Bentley Library**
781-891-2168
- **Bookstore**
781-891-3107
- **Career Services**
781-891-2244
- **Health Center**
781-891-2222
- **Center for International Students and Scholars**
781-891-2829
- **Center for Wellness and Health Promotion**
781-891-2600
- **Counseling Center**
781-891-2274
- **Disability Services**
781-891-2004
- **Education Abroad**
781-891-3474
- **Financial Assistance**
781-891-3441
- **Multicultural Center**
781-891-2132
- **Ombudsman**
781-891-2907
- **Residential Center**
781-891-2148
- **Service–Learning Center**
781-891-2170
- **Spiritual Life Center**
781-891-2418
- **Student Employment**
781-891-2968
- **Student Financial Services**
781-891-2162
- **Student Programs and Engagement**
781-891-2700
- **Student Affairs**
781-891-2161
- **University Police**
781-891-2201
781-891-3131 (*emergency*)

BUILDINGS

- B11 Harrington House
- B12 Stratton House
- B14 Boylston A and B
- B15 Rhodes Hall
- B16 Collins Hall
- B17 Kresge Hall
- B18 Forest Hall
- B19 Miller Hall
- B20 Falcone North
- B21 Falcone East
- B22 Falcone West
- B23 Student Center
- B24 Slade Hall
- B25 The Trees
- B31 Orchard North
- B32 The Castle
- B33 The Cape
- B34 Orchard South
- B35 Lewis Hall
- B36 Facilities/Receiving
- B37 Dana Athletic Center
- B38 Dovecote
- B39 Copley South
- B41 Copley North
- B42 Fenway Hall
- B45a University Police
- B45b Counseling Center
- B52/B53 LaCava Center
- B54 Bentley Library
- B55 Morison Hall
- B56 Adaman Academic Center
- B57 Smith Academic Technology Center
- B58 Lindsay Hall
- B59 Jennison Hall
- B61 Rauch Administration Center
- B63 North Campus Apartments A
- B64 North Campus Apartments B
- B65 North Campus Apartments C
- B66 North Campus Apartments D
- B121 President's House

PARKING

- GENERAL**
- L1 LaCava 1
 - L2 LaCava 2
 - L3 Rauch
 - L6 LaCava 3
 - L7 Morison 7
 - L8 Morison 8
 - L9 Morison 9
 - L10 Morison 10
 - L20 Athletics 1
 - L22 Dana 1
 - L30 Athletics 2
 - L31 Athletics 3
- RESIDENT**
- L11 Miller 1
 - L12 Miller 2
 - L16 Trees
 - L17 Forest
 - L19 Stratton
 - L21 Orchard Decks
 - L44 North Campus A
 - L45 North Campus B
 - L46 North Campus C
 - L47 North Campus D
- FACULTY AND STAFF**
- L13 Police
 - L18 Slade
 - L23 Dana 2
 - L26 Harrington
 - L29 Student Center
 - L34 Lewis
- FACULTY-ONLY PARKING**
- L5 Main Campus
- SERVICE AND VENDOR**
- L4 LaCava
 - L14 Jennison
 - L15 Collins (short term)
 - L27 Smith



CAMPUS MAP