



2020

WISCONSIN SPEECH CODE REVIEW



— April 2020 —



Authors:

Rick Esenberg

Luke Berg

Don Daugherty

Lesley Luehrs

Anthony LoCoco

Lucas Vebber

NOTE

This report was prepared solely by WILL. The Foundation for Individual Rights in Education (FIRE) did not participate in its production.

INTRODUCTION

It has been frequently—and correctly—observed that free speech is under heavy attack on America’s university and college campuses in the 21st century. Students across the country are made to parrot the accepted orthodoxy by school administrators or else are badgered into silence. Of the tools used by school administrators to stifle free speech, speech codes figure prominently. These policies restrict speech through various means including vague proscriptions, the creation of so-called “free speech zones,” and prior restraints, among others. And Wisconsin is unfortunately not immune from this trend.

The pressing question is what should be done about it. One preliminary task, to borrow from Sun Tzu, is to “know the enemy.” That is, to protect free speech in Wisconsin, it is first necessary to have a more precise sense of how and the extent to which it is being limited on campuses throughout the state.

To that end, the Wisconsin Institute for Law & Liberty (“WILL”) has conducted a review of potentially speech-restrictive Wisconsin university and college policies and has rated these policies using the system created by the Foundation for Individual Rights in Education (“FIRE”). FIRE’s system uses a “traffic light” approach whereby schools are rated red (meaning the school “has at least one policy that both clearly and substantially restricts freedom of speech”), yellow (meaning the school “is one whose policies restrict a more limited amount of protected expression or, by virtue of their vague wording, could too easily be used to restrict protected expression”), green (meaning the school’s “policies do not seriously imperil speech”), or blue (for a private school that “clearly and consistently states that it holds a certain set of values above a commitment to freedom of speech”).¹ Click [here](#) for more information on FIRE’s system. (Note: This report was prepared solely by WILL. FIRE did not participate in its production.)

In all, WILL reviewed 43 schools or campuses, including six University of Wisconsin four-year universities (UW-Parkside, UW-Platteville, UW-River Falls, UW-Stevens Point, UW-Superior, and UW-Whitewater), as well as the rules governing the UW System as a whole.² (FIRE itself has already rated a number of Wisconsin schools.) The results were not encouraging. Over half (55%) of the 44 “institutions” WILL reviewed (loosely defined to include the schools, campuses, and rules just referenced) received a rating of red and no schools received a rating of “green.” In other words, free speech is indeed under serious threat on university and college campuses in Wisconsin.

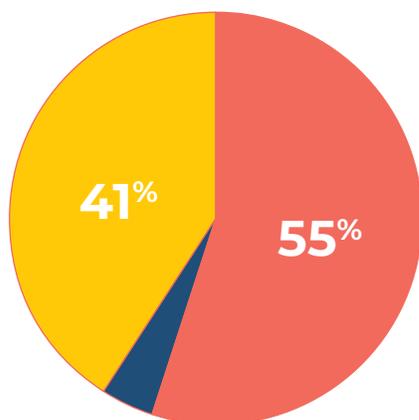
Additionally, a few clear trends emerged.

The percentage of University of Wisconsin four-year Universities rated “red” by WILL was 33%. This is a troubling number about which there is both good and bad news. These offending policies at these institutions are likely void under UW Board of Regents Policy Document 4-21, *Commitment to Academic Freedom and Freedom of Expression*. That document, which “communicate[s] the Board of Regents’ commitment to academic freedom and freedom of expression, and expectations for those who violate these freedoms,” contains a provision pursuant to which the policy “supersedes and nullifies any provisions

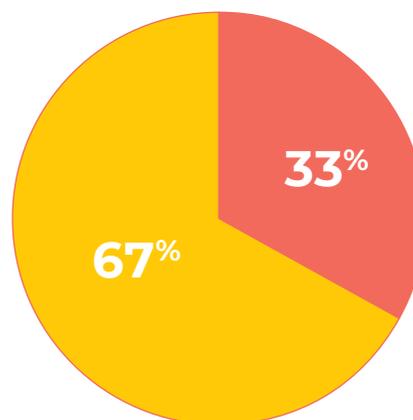
1. Foundation for Individual Rights in Education, *Using the Database*, <https://www.thefire.org/resources/spotlight/using-the-spotlight-database/>.

2. The institutions and policies reviewed in this report were reviewed in the Summer and Fall of 2019.

**All Institutions Reviewed
by WILL (44 Total)**



**University of Wisconsin Four-Year
Universities Reviewed by WILL (6 total)**



● Red Rating ● Yellow Rating ● Other Rating

in the policies of a UW institution that improperly restrict speech at that institution and are, therefore, inconsistent with the policy.” The same section orders each “UW institution [to] remove or revise any such provisions in its policies to ensure compatibility with this Board policy.” In theory, then, the offending policies at these institutions are already unenforceable under Document 4-21, and relevant administrations are required to repeal them immediately.

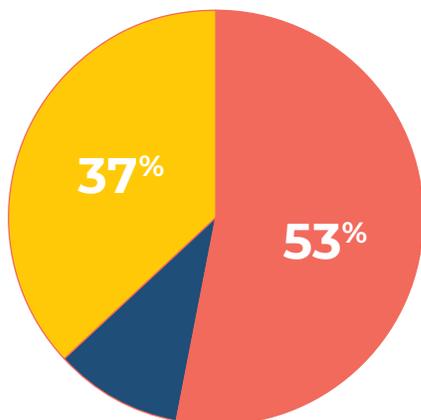
But that hasn’t happened. Non-withdrawn policies will still chill student speech even if not technically effective. In practice, unfortunately, enforcement of Document 4-21 will require advocacy and perhaps litigation.

Next, the percentage of Wisconsin private schools WILL rated “red” was 53%. This is a much higher number and certainly cause for concern. Although these private institutions are not bound by the First Amendment and have much wider latitude in adopting policies, they very often “promise debate and freedom” to their students.³ Those that do so should take immediate action to ensure that their official policies match the assurances they make. *See, e.g., McAdams v. Marquette Univ.*, 2018 WI 88, 383 Wis. 2d 358, 914 N.W.2d 708. Other schools—very often religious schools—that do not intend to make these types of guarantees certainly are within their rights to do so but would do well do to unambiguously make that clear to the school community.

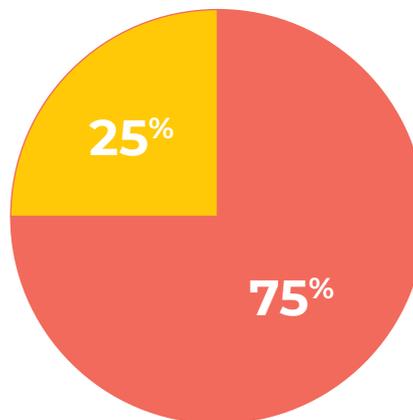
Finally, the total percentage of Wisconsin technical colleges—which are public institutions—receiving a “red” rating was an astounding 75% (or 12 out of 16 schools). This suggests that constitutionally-protected

3. Foundation for Individual Rights in Education, *Using the Database*, <https://www.thefire.org/resources/spotlight/using-the-spotlight-database/>.

**Private Institutions Reviewed
by WILL (19 total)**



**Technical Colleges Reviewed
by WILL (16 total)**



● Red Rating ● Yellow Rating ● Other Rating

speech is being systematically threatened on technical college campuses in Wisconsin. It also fits with recent anecdotal evidence. See *Olsen v. Rafn*, No. 18-C-1366, 2019 WL 4393147, at *1 (E.D. Wis. Sept. 13, 2019) (Northeast Wisconsin Technical College “violated the [plaintiff-student’s] First Amendment rights by prohibiting her from handing out Valentines on February 14, 2018”).

Understanding the particular problems presented by university and college speech codes in Wisconsin requires a brief discussion of relevant First Amendment law.

When the government limits speech on its own property, courts generally evaluate the constitutionality of such restrictions using a “forum based approach,”⁴ which focuses on “the character of the property at issue.”⁵ While the terminology is not always consistent, the Supreme Court’s cases recognize three types of government-controlled spaces: (1) traditional public forums; (2) designated public forums; and (3) limited or nonpublic forums.⁶

The government’s ability to regulate speech on government property turns upon which kind of space is involved.⁷ With respect to the first two categories, “the government may impose reasonable time, place, and manner restrictions on private speech, but restrictions based on content must satisfy strict scrutiny, and those based on viewpoint are prohibited.”⁸ The “reasonable time, place, and manner restrictions must

4. *Int’l Soc. for Krishna Consciousness, Inc. v. Lee*, 505 U.S. 672, 678 (1992).

5. *Perry Educ. Ass’n v. Perry Local Educators’ Ass’n*, 460 U.S. 37, 44 (1983).

6. *Minnesota Voters All. v. Mansky*, ___ U.S. ___, 138 S. Ct. 1876, 1885 (2018).

7. *Id.*

8. *Id.*

be “narrowly tailored to serve a significant governmental interest,” and must “leave open ample alternative channels for communication of the information.”⁹

The government has more leeway in the third category – nonpublic forums – but even there the government does not have free reign.¹⁰ It “may reserve such a forum ‘for its intended purposes, communicative or otherwise, as long as the regulation on speech is reasonable and not an effort to suppress expression merely because public officials oppose the speaker’s view.’”¹¹

WILL’s review disclosed repeated transgression of these restrictions by Wisconsin colleges and universities. A number of schools maintain general rules governing student conduct (sometimes phrased as “codes of student conduct,” or “student right and responsibilities,” for example) that impose or risk the imposition of content or even viewpoint-based restrictions in forums that do not allow such rules. Policies suggesting that insulting, offensive, or unwelcome language or solicitation on campus are generally prohibited, for example, are inconsistent with guarantees of academic freedom and, in the case of public colleges and universities, unconstitutional. Just as egregious were those schools which attempted to limit free speech activities to designated “free speech zones.” *See, e.g., Olsen*, 2019 WL 4393147.

Another frequent problem was the proliferation of what are known as bias response systems (“BRS”) and bias response teams (“BRT”). A BRS is a “(1) a formal or explicit process for or solicitation of (2) reports from students, faculty, staff, or the community (3) concerning offensive conduct or speech that is protected by the First Amendment or principles of expressive or academic freedom.”¹² BRTs implement BRSs by “monitor[ing] and investigat[ing] student and faculty speech, directing the attention of law enforcement and student conduct administrators towards the expression of students and faculty members.”¹³ This phenomena is clearly gaining a foothold in Wisconsin. WILL’s review confirmed the existence of multiple BRSs at schools across the state, which often used exceedingly broad definitions of bias-related incidents. BRSs chill legitimate speech on campus and are antithetical to free speech guarantees.

Finally, common to many schools is a general lack of precision regarding proscribed expression. This is a significant defect because, even where a school may be attempting to pursue legitimate interests, vague policies provide officials with the opportunity to censor speech they disagree with and do not provide fair notice to students of what is expected and permitted. When it comes to speech, the limited restrictions that might be permissible must be stated clearly and narrowly.

In all, then, enormous work remains to be done to ensure that student free speech is properly safeguarded in Wisconsin. There are several possible avenues for change.

First, as noted above, unduly speech-restrictive policies at UW institutions are already void under Policy Document 4-21 and the relevant administrations have already been directed to remove them. For example, among other guarantees, Policy Document 4-21 promises “all members of the university community

9. *Clark v. Cmty for Creative Non-Violence*, 468 U.S. 288, 293 (1984).

10. *Minnesota Voters*, 138 S. Ct. at 1885.

11. *Id.* (quoting *Perry*, 460 U.S. at 46).

12. *Foundation for Individual Rights in Education, Bias Response Team Report 2017 6* (2017).

13. *Id.* at 4.

the broadest possible latitude to explore ideas and to speak, write, listen, challenge, and learn” and notes that “[s]tudents and employees have the freedom to discuss any problem that presents itself, as the First Amendment of the U.S. Constitution and Article I of the Wisconsin Constitution permit.” “Access to UW institutions for purposes of free speech and expression,” the document adds, “shall occur within the limits of reasonable viewpoint-neutral and content-neutral restrictions on time, place, and manner of expression and the provisions of [certain provisions] of the Wisconsin Administrative Code.”

Consequently, UW policies creating “free speech zones” (and thus shutting down much protected speech occurring in public forums outside of those zones), or discriminating against certain categories of speech (and thus engaging in viewpoint- or content-based discrimination) are clearly voided by Policy Document 4-21, which guarantees “the broadest possible latitude” for speech and incorporates applicable constitutional guarantees. UW institutions should be notified and pressed to repeal or revise offensive policies.

Other steps are available. Renewed advocacy and even litigation campaigns are needed to ensure that public university and college policies that fail to respect the free speech rights of students are revised or rescinded. This document provides a start for identifying especially egregious policies. In particular, offending institutions need to be made aware on a large scale that they do or may currently maintain constitutionally problematic policies.

Lastly, the Wisconsin legislature can and should get involved on a number of fronts. For instance, it should codify Policy Document 4-21 and make even clearer that speech-restrictive policies are repugnant to and preempted under Wisconsin law. And it should enact safeguards targeting some of the frequently-recurring problems already identified. BRSs are especially problematic; because BRSs often do not result in official punishment, injury can be difficult to prove. Statutorily-imposed limitations on BRSs will reduce the likelihood that speech is chilled and will make resort to court unnecessary. The legislature should also consider more comprehensive bills that would clearly define the permissible content of school policies.

Ultimately it is WILL’s hope that Wisconsin’s universities and colleges will reassess their policies and take concrete steps to ensure that students remain free to do what the Constitution (or the institutions themselves, in the case of some private schools¹⁴) guarantee them: the ability to discuss and debate the important questions of the day without fear of official sanction.

14. Foundation for Individual Rights in Education, *Using the Database*, <https://www.thefire.org/resources/spotlight/using-the-spotlight-database/>.

Schools with Red Ratings

<p>University of Wisconsin Four-Year Universities WILL ratings</p>	<p>University of Wisconsin – Parkside University of Wisconsin – Superior</p>	
<p>University of Wisconsin Four-Year Universities FIRE ratings</p>	<p>University of Wisconsin – Oshkosh</p>	
<p>Private Four-Year Colleges WILL ratings</p>	<p>Alverno College Concordia University Edgewood College Mount Mary University Milwaukee School of Engineering Northland College</p>	<p>Ripon College Silver Lake College of the Holy Family St. Norbert College Viterbo University</p>
<p>Private Four-Year Colleges FIRE ratings</p>	<p>Marquette University</p>	
<p>Technical Colleges WILL ratings</p>	<p>Chippewa Valley Technical College Fox Valley Technical College Mid-State Technical College Milwaukee Area Technical College Moraine Park Technical College Nicolet Area Technical College Northcentral Technical College Northeast Wisconsin Technical College</p>	<p>Southwest Wisconsin Technical College Waukesha County Technical College Western Technical College Wisconsin Indianhead Technical College</p>

Table of Contents

i	Introduction	70	Milwaukee School Of Engineering
vi	Schools With Red Ratings	76	Nicolet Area Technical College
vii	Table of Contents	80	Northcentral Technical College
1	Alverno College	83	Northland College
4	Beloit College	88	Northeast Wisconsin Technical College
6	Blackhawk Technical College	92	Ripon College
8	Cardinal Stritch University	101	Silver Lake College Of The Holy Family
11	Carroll University	117	Southwest Wisconsin Technical College
14	Carthage College	120	St. Norbert College
16	Chippewa Valley Technical College	121	University Of Wisconsin (College Courses Online)
17	Concordia University	122	University Of Wisconsin Green Bay – Manitowoc Campus
20	Edgewood College	123	University Of Wisconsin – Parkside
24	Fox Valley Technical College	126	University Of Wisconsin – Platteville
26	Gateway Technical College	129	University Of Wisconsin – River Falls
28	Lakeland University	134	University Of Wisconsin – Stevens Point
33	Lakeshore Technical College	139	University Of Wisconsin – Superior
36	Lawrence University	146	University Of Wisconsin System
38	Madison Area Technical College	152	University Of Wisconsin – Whitewater
41	Maranatha Baptist University	154	Viterbo University
46	Marian University	156	Waukesha County Technical College
51	Mid-State Technical College	163	Western Technical College
55	Milwaukee Area Technical College	172	Wisconsin Indianhead Technical College
58	Moraine Park Technical College	178	Wisconsin Lutheran College
61	Mount Mary University		



ALVERNO COLLEGE

OVERVIEW

School Name: Alverno College

Location: Milwaukee, WI

Website: <https://www.alverno.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Campus Wide Advertising and Posting Procedures

Rating: **Yellow** **Category:** Posting policies **Last Updated:** August 2018

Excerpt: Content Guidelines – Student Activities & Leadership reserves the right to refuse posting non-college related material that may be a conflict of interest or violate campus policies, criteria, or procedures. Interpretation of content resides with Student Activities & Leadership. The following are not permitted for college or non-college related material:

- Content that is threatening, harassing or invading the privacy of others.
- Pornographic material, explicit implied vulgarity, or pictures or statements perceived as obscene, offensive or insensitive to any religious, ethnic, age or gender group. . . ”

“Chalking – Chalking on campus grounds is prohibited, with the exception of recognized student organizations... Requests to chalk on sidewalks around campus must receive approval from the Department of Student Activities and Leadership.”

[Source Link](#)

Demonstration or Protest Guidelines

Rating: **Yellow** **Category:** Protest and demonstration policies **Last Updated:** March 2018

Excerpt: “Alverno College respects the right of students to express, explore and discuss matters of interest or concern. This may include expressing opinions publicly and joining together to demonstrate those concerns in an orderly manner. ...

Unplanned Event – If an event occurs without notice, leaders will be connected to the Dean of Students Office to determine the goals of the protest or demonstration and to work toward a solution or to approve continuation of the event.

Disruptive Event – Disruptive demonstrations or protests which block access to college facilities, thoroughfares, and operations will be asked to stop the disruptive actions and advised of how they can

POLICIES

continue without disruption of the learning environment. All college policies and procedures apply to demonstrators and protestors. . . ”

[Source Link](#)

Political Activity Policy and Guidelines

Rating: Green **Category:** Other **Last Updated:** May 2008

Excerpt: “Alverno College values the opportunity for free expression of political views by members of the Alverno community and is committed to the value of discourse and debate as an essential component of a liberal education. Alverno College promotes effective citizenship and encourages participation in the political process. Students, staff or faculty may freely engage in and comment on political issues as individual citizens but must clarify that the expressed opinions are their own and do not represent the official position of the college. Individual students who wish to engage in the political process are encouraged to connect with the Department of Student Activities and Leadership to see what opportunities are available.”

[Source Link](#)

Bias-Related Incident Protocol

Rating: Red **Category:** Policies on “bias” and “hate speech” **Last Updated:** August 2018

Excerpt: “Definitions – Bias Related Incidents – Any activity that intimidates, demeans, mocks, degrades, marginalizes, or threatens individuals or groups based on that individual’s or group’s actual or perceived age, ancestry, ethnicity, national origin, ability (physical, psychological, cognitive), sex, gender identity or expression, citizenship or immigration status, marital status, socio-economic class, race, religion, religious practice, sexual identity, veteran status or any other basis protected by law. A bias related incident can occur whether the act is intentional or unintentional, and may or may not be an illegal act. In identifying a bias related incident, the focus is on the impact on an individual or group, not the intention or motivation of the actor. Adapted from ACPA and Virginia Tech, there are two types of bias related incidents . . .

...

“Harassment” includes “mentally abusive behavior towards another;”

...

Inclusion – The act of fighting against exclusion and assuring that all support systems are available to those who need such support. It involves bringing together and harnessing diverse resources in a way that is beneficial. Inclusion puts the concept of diversity into action by creating an environment of involvement, respect, and connection.

Micro-aggressions – Brief and commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color or other marginalized group membership. (Adapted from Derald Sue, Columbia professor).

...

Social Justice – Social justice is a concept that is based on human rights and equality. It can be defined as

POLICIES

the way in which human rights are manifested in the everyday lives of people at every level of society. This includes dignity, economical and social equality, equal distribution of resources, justice, use of policy and laws, societal participation in change, personal responsibility, and creating access to opportunity and chance through action.

...

Bias Related Incidents – Alverno College continuously works to provide an environment that is free from discrimination, harassment, and intolerance. This response protocol for bias related incidents should be viewed as part of a larger effort to create an inclusive living, learning, and working environment. Prevention is preferable to response, yet we know that our work on behalf of prevention is ongoing and incomplete. Bias related incidents occur and deserve responsible attention, with clear means of communication. The goal is to promote more conversation and listening. When bias related incidents occur, they may not necessarily rise to the level of a crime, a violation of state law, college policy, or the student code of conduct. A bias act may, however, contribute to creating a negative, hostile, or unwelcome environment. Creating dialogue opportunities and protocol for all levels of bias to be addressed can help reduce the impact of micro-aggressions, those seemingly smaller acts of bias that accumulate over time and can create a chilling or hostile effect for others. When acts of bias occur on Alverno College’s campus, we have responsibility as community members to come together in our shared values and mission to denounce such acts. This protocol is intended to address incidents that happen within the Alverno College community.

Freedom of Expression – This protocol recognizes that freedom of expression in the context of our learning environment is protected, while offering a channel for responding to ignorance and bias that work against the mission of Alverno College. This may produce tensions between individuals whose ideas and speech maybe considered controversial, offensive, or objectionable, which can lead to a blurred line between freedom of speech and acts of bias. Acts of bias, whether or not intended, threaten to undermine individuals’ or groups’ engagement in the free exchange of thoughts and ideas. Providing a clear avenue by which suspected acts of bias can be reported aligns with Alverno College’s commitment to freedom of expression and to our mission of teaching and learning.”

[Source Link](#)

Harassment, Violence, and Discrimination Policy (Title IX)

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** August 2018

Excerpt: “In keeping with its mission to promote the personal and professional development of all members of the Alverno community and to provide a safe and welcoming campus, Alverno College fosters a climate of mutual concern, respect and caring. Alverno is committed to promoting a rich learning environment that is free of violence, discrimination, harassment and other barriers to students learning, healthy growth and development. All members of the Alverno community are expected to conduct themselves in a manner that does not infringe upon the rights of others. Alverno College, an institution dedicated to the education of women, pays particular attention to issues of harassment, discrimination or violence on the basis of sex, gender, pregnancy or parenting status. Conduct, whether intentional or unintentional, that results in discrimination, harassment, or violence toward a student or employee is illegal and unacceptable, undermining the mission of the college. Such conduct, whether on or off campus, is expressly prohibited by the college and is considered a serious violation of human rights.”

[Source Link](#)

BELOIT COLLEGE

OVERVIEW

School Name: Beloit College

Location: Beloit, WI

Website: <https://www.beloit.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Equal Employment Opportunity/Affirmative Action

Rating: **Red** **Category:** Other **Last Updated:** June 2017

Excerpt: “[W]e believe that the college should be a model for progressive leadership by affirming values such as openness and respect for difference, and by addressing critical issues of social inequality in the contemporary world. Thus, in the administration of our educational policies and programs, financial aid program, employment policies, and other college administered activities, we practice nondiscrimination with respect to race, color, religion, sex, perceived or actual sexual orientation, gender identity or expression, national origin, age, disability, pregnancy, marital or family status, military or veteran status, citizenship or any other legally protected characteristic unrelated to institutional jobs, programs, or activities. In consideration of these principles, Beloit College will promote nondiscrimination while acting affirmatively to create a diverse community. The college’s goals for liberal education depend upon the existence of diversity in its faculty, staff, and student body, as well as a commitment to engaging and celebrating our differences of culture and identity. Through affirmative action, we seek persons from under-represented groups who will enhance this diversity. Because of the current heightened importance of race and ethnicity in North American society, we particularly focus on individuals from certain under-represented racial and ethnic groups, such as those from African American, Latino/Latina, Native American, and Asian American communities. Increasing the diversity of our communities enriches our educational and working environment, and enhances our position as a national and international leader in advancing the liberal learning goals of inclusiveness and excellence.”

[Source Link](#)

Personal Harassment

Rating: **Red** **Category:** Harassment policies **Last Updated:** April 2016

Excerpt: “Personal harassment (“Harassment”) is verbal or physical conduct, including actions motivated by bias, that denigrates or shows hostility or aversion toward an individual. Harassment may include behavior that targets an individual because of race, color, religion, sex, perceived, or actual sexual orientation, gender identity or expression, national origin, age, disability, pregnancy, marital or family status, military or veteran status, citizenship or any other characteristic protected by law. Harassment also

POLICIES

includes any kind of nonverbal, verbal, or physical conduct involving either intimidation or promise of reward where

- a. such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning educational or employment environment; or
- b. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement; or
- c. submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting that individual.

While harassment may be indicated by frequent or repetitive acts, it is possible that one severe act could constitute a violation of the harassment policy. Incidents of harassment can occur whether or not the act or actions were intended to harass; the effect of the conduct will determine whether harassment occurred. The effect of the conduct in question will be evaluated from the perspective of a reasonable person in the alleged victim's position."

[Source Link](#)

BLACKHAWK TECHNICAL COLLEGE

OVERVIEW

School Name: Blackhawk Technical College	Location: Janesville, WI
Website: https://www.blackhawk.edu	Category: Public, technical college
Adopted U. Chicago Statement: No	Overall Rating: Yellow

POLICIES

Code of Conduct for Visitors and Guests

Rating: **Green** **Category:** Protest and demonstration policies **Last Updated:** August 2019

Excerpt: “Visitors and guests have the right to freedom of speech, assembly, advocacy, and inquiry. They are responsible for complying with applicable College policies, procedures, rules, and regulations.”

[Source Link](#)

Bulletin Boards and Notices

Rating: **Yellow** **Category:** Posting policies **Last Updated:** August 2019

Excerpt: “Only posters, flyers, etc. pertaining to campus activities, classes, or services of a direct nature to student interests will be approved ... All posted materials must be in good taste and appropriate to an educational facility.

Materials which are discriminatory in nature will not be permitted.”

[Source Link](#)

Computer Use

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** August 2019

Excerpt: “Computers and computer systems owned by BTC are to be used only for academic/instructional activities, and other official college business. They are intended for use by BTC staff, students and customers.

Students will be provided logon identification and a temporary password at the time of the initial student registration. Usernames and passwords are unique to individuals and must not be shared. Every student is responsible for any activity under his/her username and password. Therefore, students

POLICIES

should always log off a computer after each use. Computer users will be prompted every 180 days to change passwords.

Any use of college computer equipment and systems for illegal, unethical or fraudulent purposes is prohibited. Displaying on college equipment or systems, or transmitting or distributing any material that is demeaning to persons of a particular gender, race, creed, ethnicity, disability, sexual orientation or other protected class is considered harassment and is prohibited.

Students who violate computer use policies may lose privileges to the college equipment and systems, and/or may be subject to disciplinary action. BTC reserves the right to monitor the computer system and computer network use.”

[Source Link](#)

CARDINAL STRITCH UNIVERSITY

OVERVIEW

School Name: Cardinal Stritch University	Location: Milwaukee, WI
Website: https://www.stritch.edu	Category: Private, four year college
Adopted U. Chicago Statement: No	Overall Rating: Yellow

POLICIES

Posting Policy

Rating: **Yellow** **Category:** Posting policies **Last Updated:** August 2018

Excerpt: “The posting policy is designed to promote campus environmental sensitivity, maintain our clean community environment, prevent damage to our facilities, and inform the campus community about information and activities. . .

All posters must be approved through the Dean of Student’s office, or the Office of Student Life. . .”

[Source Link](#)

Presenter Policy

Rating: **Yellow** **Category:** Other **Last Updated:** August 2018

Excerpt: “In an effort to honor the Franciscan values of Cardinal Stritch University, student organizations utilizing Stritch facilities and sponsoring a presenter addressing an open audience must comply with the following:

2) Include introductory statement in the written program or posted in a prominent location: ‘Cardinal Stritch University is a Franciscan Catholic institution of higher learning. The University espouses the four Franciscan values of: creating a caring community; being compassionate for others; reverencing creation; and peacemaking. As an academic institution of higher learning, the University promotes freedom of expression and diversity of ideas. The following presentation may not necessarily espouse the Franciscan values, but upholds freedom of expression and diversity of ideas.’

The approval of the presentation rests with the individual discretion of the sponsoring student organization in concert with the organization’s advisor. . . The final decision in the matter rests with the Office of the President.”

[Source Link](#)

POLICIES

Disruptive/Threatening Behavior Policy

Rating: **Yellow** **Category:** Policy on tolerance, respect, and civility **Last Updated:** August 2018

Excerpt: “Cooperation and mutual respect are imperative in creating and maintaining an effective learning environment where all enrolled students can receive the maximum value of the higher education experience. It is vital that student and faculty actions in University settings or activities model behaviors that promote a positive learning environment. It is the responsibility of both the students and the faculty members to ensure that disruptive behaviors do not occur.

Stating unpopular opinions relating directly to the topic under discussion is not disruptive behavior, provided it is done in a respectful manner.

Examples of disruptive behavior include, but are not limited to the following: consistently speaking without being recognized; interrupting other speakers; distracting the class from the subject matter or discussion, which may include inappropriate cell phone use; harassing behavior or personal insults; failing to maintain civility in discussions; engaging in side conversations; using the computer for non-class related functions; bringing un-enrolled parties to class, except in the case that a guide is permitted due to a disability accommodation; or refusing to comply with the directions of the faculty member

...

Threatening behavior is defined as “any statement, communication, conduct or gesture, including those in written form, directed toward any member of the University community that causes a reasonable apprehension of physical harm to a person or property. A student can be guilty of threatening behavior even if the person who is the object of the threat does not observe or receive it, so long as a reasonable person would interpret the maker’s statement, communication, conduct or gesture as a serious expression of intent to physically harm (U of Arizona).”

[Source Link](#)

Student Conduct Code

Rating: **Yellow** **Category:** Policy on tolerance, respect, and civility **Last Updated:** August 2018

Excerpt: “Cardinal Stritch University has as a primary objective the holistic development of each student. The University strives to preserve for all of its students an environment that is conducive to academic pursuit, social growth and individual discipline. Students are expected to behave in a superior moral and ethical manner, both on and off campus. Respect for oneself, others, property and authority, as well as honesty, are key elements in this behavioral expectation. It is essential that mutual respect for, and sensitivity to, the needs of others be accepted by all members of the University community in accordance with the Franciscan values of Cardinal Stritch University.

All students are expected to act responsibly and within the regulations and standards established by the University, and all civil laws and ordinances. The University reserves the right to hold accountable those whose conduct is in violation of the following regulations on or off campus.

Conduct which is subject to disciplinary action or response by the University includes, but is not limited to the following:

...

POLICIES

3. Self-destructive behaviors which impede an individual's ability to properly pursue his/her education or obligation as a student at Cardinal Stritch University.
4. Misrepresentation of oneself or of an organization to be an agent of the University.
5. Obstruction or disruption, on or off campus property, of the academic process, administration process, or other campus functions.
- ...
16. Failure to comply with directions of or acting disrespectfully towards University officials, designated agents, law enforcement, or others in authority in the performance of their duties.
17. Conduct which adversely affects a student's suitability as a member of a respectful academic community. Students are required to engage in responsible social conduct that reflects credit upon the University community and to model good citizenship in any community."

[Source Link](#)

CARROLL UNIVERSITY

OVERVIEW

School Name: Carroll University

Location: Waukesha, WI

Website: <https://www.carrollu.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Policy on Demonstrations, Including Protests, Marches and Rallies

Rating: **Green**

Category: Protest policy

Last Updated: March 2016

Excerpt: “Carroll University supports the right of individual students, recognized student organizations, and employees to dissent and to demonstrate providing such activities do not disrupt normal campus operations, obstruct free access to University buildings, or infringe upon the rights of others. It is the intent of this policy to insure that all demonstrations on campus occur with minimal threat to the safety and security of persons or facilities and with minimal disruption to educational activities through proper planning and scheduling.

The University does not condone behavior that violates the freedom of speech, choice, assembly, or movement of individuals or organizations. In short, responsible dissent carries with it sensitivity for the civil rights of others.

...

Persons or their belongings shall not obstruct, disrupt, interrupt or attempt to force the cancellation of any event or activity sponsored by the University or by any users authorized to use University facilities.

...

Where an invited speaker is the object of protest, persons may demonstrate outside the building where the speech is taking place. Persons who wish to enter the building must do so as members of the audience, paying admission fees where applicable, and must give the speaker a respectful hearing. Failure to grant the speaker a respectful hearing may result in the offending persons being asked to leave. If they choose not to leave, University Public Safety Officers will escort them out.”

[Source Link](#)

Harassment, Intimidation, or Bullying; Title IX/Sexual Misconduct Policy

Rating: **Yellow**

Category: Harassment policies

Last Updated: 2018-19

Excerpt: “Harassment, Intimidation or Bullying involves unwelcome conduct by an individual(s) that is sufficiently severe or pervasive that it alters the conditions of education, employment, or living

POLICIES

environment and creates an environment that a reasonable person would find intimidating, hostile, offensive, undermining, humiliating, or denigrating.

Sexual Harassment. Sexual Harassment is unwelcome, gender-based verbal or physical conduct that is sufficiently severe, persistent or pervasive that it unreasonably interferes with, denies or limits an individual's ability to participate in or benefit from the University's educational program and/or activities, and is based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.

There are three types of sexual harassment:

- a. **Hostile Environment.** Hostile Environment sexual harassment includes any situation in which there is harassing conduct that is sufficiently severe, pervasive and objectively offensive that it alters the conditions of education or employment or limits, interferes with or denies educational benefits or opportunities, from both a subjective (the alleged survivor's) and an objective (reasonable person's) viewpoint.
- b. **Quid pro Quo.** Quid pro quo sexual harassment exists when: i. There are unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature; and ii. Submission to or rejection of such conduct is likely to result in adverse educational, co-curricular or employment action.
- c. **Retaliatory.** Retaliatory harassment is any adverse action taken against an individual because of the individual's participation in a complaint or investigation of discrimination or sexual misconduct."

[Source Link](#); see also [Source Link](#)

Communications System Policy

Rating: Yellow **Category:** Internet usage policies **Last Updated:** NA

Excerpt: "Carroll University communication systems (including, but not limited to, computers, telephones, fax machines, online computer services, voicemail, e-mail, e-mail aliases) are to be used only for conducting University business.

This means that such communication as solicitation of products and services, personal business, offensive, harassing, insulting language, chain letters, pyramid schemes, and time consuming messages is prohibited."

[Source Link](#)

Information Technology Acceptable Use Policy

Rating: Yellow **Category:** Internet usage policies **Last Updated:** NA

Excerpt: "The University retains the right to access, monitor, and disclose the contents and activity of any member's account(s) . . . if . . . the content or activity: 1. That [sic] is unrelated to or inconsistent with the mission of Carroll University

. . .

Avoid wasting computing resources by excessive game playing; sending chain letters, frivolous or excessive messages; printing excessive copies of documents, files, images or data; and using excessive amounts of storage.

POLICIES

...

Email use

1. Messages sent in the form of email must meet the same standards for distribution or display as if they were tangible documents. Individuals must identify themselves clearly and accurately on all email messages.
2. ...
3. Electronic communication that is unwelcome repeated [sic] . . . If you receive unwanted email, notify the sender that it is unwelcome. If the communication continues after the sender has been placed on notice, please contact the Department of Human Resources or the Vice President of Student Affairs.
4. Use of profanity or obscenity is prohibited.

...

Web pages

Faculty, staff and students may establish unofficial internal web pages. . . Any electronic documents or web pages found to be in violation of University policies and procedures will be subject to removal and will result in the loss of access to systems, administrative sanctions, and/or legal action.”

[Source Link](#)

Harassment

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** 2012

Excerpt: “Harassment may occur whenever unwelcome conduct, comments, touching, teasing, joking or intimidation based on any of these bases interferes with work or creates an intimidating, hostile or offensive environment. Unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature are serious violations of this Policy and are also prohibited.”

[Source Link](#)

CARTHAGE COLLEGE

OVERVIEW

School Name: Carthage College

Location: Kenosha, WI

Website: <https://www.carthage.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Sexual Misconduct Policy

Rating: **Yellow**

Category: Harassment policies

Last Updated: NA

Excerpt: "Sexual Harassment"

Unwelcome sexual advances, requests for sexual favors, explicit sexist remarks, and verbal, written, or physical contact of a sexual nature when:

- (1) Submission to such contact is made either explicitly or implicitly a condition of an individual's employment or academic advancement;
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such an individual;
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work or academic performance or creating an undesirable working, studying or living environment; or
- (4) Such conduct is directed toward the sexual orientation of an individual with the intent to demean, embarrass or "out" the individual."

[Source Link](#)

Anti-Harassment Policy

Rating: **Yellow**

Category: Harassment policies

Last Updated: September 2016

Excerpt: "Harassment, as defined by this Policy, includes any action, language or visual representation, based on any characteristic protected by law including race, color, gender, age, sexual orientation, religion, disability, veteran's status or national origin, that is sufficiently severe, pervasive, persistent or patently offensive that it has the effect of unreasonably interfering with an individual's work or academic performance, or that creates a hostile working, educational or living environment. Sexual harassment and harassment based on gender are prohibited at the College and are covered under the Carthage College Sexual Misconduct Policy, as are other forms of sexual misconduct defined therein including sexual assault,

POLICIES

dating or domestic violence or stalking.”

[Source Link](#)

Speaker Policy

Rating: **Yellow** **Category:** Speaker policies **Last Updated:** NA

Excerpt: Affording members of the College the privilege of inviting representative speakers to address them is sound and should be encouraged. Furthermore, since free inquiry and free discussion are essential to educational development, a recognized College organization or committee may invite any speaker to speak on campus. Before an invitation is extended, the advisor(s) of the respective organization must be consulted; however, advisors shall not have the power of veto over the invitation. Also, before the invitation is extended, the inviting committee or organization must register the proposed event with the Director of Student Activities. If, in the light of this speaker policy statement, the Director of Student Activities feels the proposed event should be considered further, he/she may refer the matter to the Associate Vice President for Student Life/Dean of Students. The Associate Vice President for Student Life/Dean of Students shall strive to see that there is an overall balance in the variety of speakers presented, and to ensure that those who hear a speaker have the right to expect from a responsible presentation of an issue.

Sponsoring guest speakers does not imply approval or endorsement by the College of the views expressed by the speaker. Furthermore, speakers should always appear within the context of the total educational program of the College and their appearance should help develop mature, thinking persons who are aware, also, of the Christian dimension applicable in each situation.”

[Source Link](#)

Hazing

Rating: **Yellow** **Category:** Hazing **Last Updated:** NA

Excerpt: “Violations of this policy include but are not limited to any action taken or situation created, on or off campus, to produce mental or physical discomfort, embarrassment, harassment or ridicule.”

[Source Link](#)

Room Use

Rating: **Yellow** **Category:** Event policies **Last Updated:** NA

Excerpt: “Carthage reserves the right to require additional campus security, parking police and event crowd control staff based on the nature of the event and the size of the expected attendees. These requirements may or may not be supplied at the event organizers cost.”

[Source Link](#)

CHIPPEWA VALLEY TECHNICAL COLLEGE

OVERVIEW

School Name: Chippewa Valley Technical College **Location:** Eau Claire, WI

Website: <https://www.cvtc.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Internet/Email Acceptable Use Policy

Rating: **Red** **Category:** Internet usage policies **Last Updated:** 2019

Excerpt: “The Chief Information Officer (CIO) or his/her designee has the right to monitor and track internet usage and access information stored in any user directory, on the current user screen, or in email ... It is not acceptable to use the College internet and email access . . . Non-educational items (i.e. religious causes, political fundraising/lobbying).”

[Source Link](#)

Ensuring Non-Discrimination/Non-Harassment

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** 2019

Excerpt: “Discrimination means any action, policy, or practice detrimental to a member of one of the above protected groups or that limits or denies opportunities to a person or group.”

[Source Link](#)

Bulletin Boards/Wall Postings

Rating: **Red** **Category:** Internet usage policies **Last Updated:** August 2019

Excerpt: “Student organizations or individuals wishing to distribute free printed materials on sidewalks adjacent to or on College property should notify Student Life Office at least 24 hours beforehand to ensure compliance with guidelines.”

[Source Link](#)

CONCORDIA UNIVERSITY

OVERVIEW

School Name: Concordia University

Location: Mequon, WI

Website: <https://www.cuw.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Sexual Misconduct Policy

Rating: **Yellow**

Category: Harassment policies

Last Updated: NA

Excerpt: “Sexual Harassment is unwelcome, sexual or gender-based verbal, written or physical conduct that is,

- sufficiently severe, or persistent or pervasive and,
- has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the university’s educational, social, athletic, and/or residential programs, and is based on real or reasonably perceived power differentials (quid pro quo), and/or the creation of a hostile environment or retaliation.

[Source Link](#)

Acceptable Use Policy

Rating: **Yellow**

Category: Internet usage policies

Last Updated: NA

Excerpt: “Clearly and accurately identify one’s self in electronic communications. Do not forge or misrepresent one’s identity . . .

Examples of inappropriate use include sending unsolicited e-mails, newsgroups, or other means (SPAM).”

[Source Link](#)

Code of Student Conduct

Rating: **Red**

Category: Multiple

Last Updated: 2018

Excerpt: “Members of the campus community must act out of Christian charity and mutual respect to establish an atmosphere of trust. Therefore, Concordia University expects its members to behave towards

POLICIES

one another with civility, sensitivity, consideration, understanding, tolerance and an active concern for the welfare of others. The University is particularly concerned that its members show respect for others regardless of race, creed, gender, disability or nationality, and avoid all forms of harassing or offensive behavior

...

This code may also apply off-campus and to actions online when the CSAO or designee determines that the off-campus conduct affects a substantial University interest. A substantial University interest is defined to include. . . Any situation that significantly impinges upon the rights, property or achievements of self or others . . . and/or 5. Any online postings or other electronic communication, including, but not limited to, cyberbullying, cyber-stalking, cyber-harassment, etc.

...

Displays: The following displays are prohibited: a. Any alcohol containers (e.g., beer cans, liquor bottles); b. Any drug substance, drug-related paraphernalia or drug-related images, inc.; . . . d. Any poster/signage of alcohol, drug-related materials, or provocative images.

...

No student shall engage in disrespectful or uncivil behavior directed toward a University official, regardless of whether the official is on duty or off, or CU students, including but not limited to verbal statements or written communication.

...

26. Dress: As Christians, we view the care of our bodies as part of our total context for life. God in His Word, gives life and sustains it (Genesis 1:27). He affirms the proper and good care of our bodies as His temple (1 Corinthians 6:19-20). Inappropriate dress such that the attire could be considered provocative or would make others uncomfortable is prohibited.

...

Harassment (and Bias-related Incidents): Conduct that creates or attempts to create an intimidating, hostile, or offensive environment for another person is prohibited. Such conduct includes, but is not limited to, action(s) or statement(s) that threaten, harm or intimidate a person, stalking, voyeurism (or peeping), or any other form of unwanted contact. (see sanctioning grid) NOTE: Bias-related incidents are behavior that constitutes an expression of hostility against a person or property of another due to the targeted person's race, religion, sexual orientation, ethnicity, national origin, gender, age, marital status, political affiliation, or disability. These acts or behaviors may not rise to the level of a crime, or a violation of state or federal law, but may contribute to creating an unsafe, negative, or unwelcome environment for the targeted person.

...

NOTE 2: The viewing and/or possession of pornography will also be considered a violation of this policy. The focus of pornography is purely sexual and thus does not promote individuals getting to know one another within the context of a healthy Christian relationship or promote individuals in developing their own Christian moral fiber. NOTE 3: Because sex can involve a wide range of behavior, and pornography can take many forms, the Dean of Students (or the Dean's designee) is charged to evaluate each case individually.

...

Poster and Posting Policies

- Student organizations, Faculty and Staff are allowed to post signs, posters, or fliers in designated areas in buildings and residence halls in compliance with established posting procedures. All information must first be entered onto the Campus Calendar and approved for posting by the

POLICIES

Student Life Office.

...

- The name of the sponsoring group must appear on each item approved for display. It is preferred to have the name spelled out (acronyms and logos may be used if they are easily recognizable and easily identify the sponsor).
- The following are examples of content (explicit or implied) which are inappropriate: 36 Concordia University Code of Student Conduct
 - 1) Any poster/posting which is not compatible with the Mission of the University and/or the doctrines of the Lutheran Church-Missouri Synod;
 - 2) Words or images which demean the University, any office/organization/entity of the University, or student organization of the University;
 - 3) Words or images which demean an individual/group by targeting an individual/group's race, gender, and/or religion;
 - 4) Words or images which are sexually suggestive; or
 - 5) Words or images of alcohol or drugs.”

[Source Link](#)

EDGEWOOD COLLEGE

OVERVIEW

School Name: Edgewood College

Location: Madison, WI

Website: <https://www.edgewood.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Security and Fire Safety Report (2017)

Rating: **Yellow**

Category: Bias policies

Last Updated: 2017

Excerpt: "Sexual Harassment"

There are times in which students seek our assistance, guidance, and support involving a variety of complex situations, including but not limited to: relationship struggles, victimization, safety concerns, privacy concerns, bias incidents, criminal investigations, and court ordered restraining orders. One tool the Dean of Students Office uses to support a safe, respectful, and responsible educational environment, either as a proactive measure or in response to and prevention of additional incidents, is a no contact order ...

Bias Incidents– A bias incident is a verbal, written, or physical act of intolerance or prejudice that does not involve violence or other criminal conduct. Bias incidents may be expressed through acts of bigotry, harassment or intimidation. Examples of bias incidents include, but are not limited to, homophobic or sexist jokes, racial epithets, religious slurs, offensive graffiti, disparaging remarks on social media, or making a grading decision because of the person's protected status. Bias incidents may or may not be intended to cause harm, but such incidents negatively affect the campus climate. Responses to bias incidents may include educational opportunities for the individuals and groups involved, as well as for members of the campus community as a whole when reporting patterns suggest broader issues that move beyond the immediate incident. This policy therefore seeks to enhance understanding, provide a forum for expression of multiple viewpoints, mediate conflict, and pursue restoration. In some cases, reports of bias incidents will be referred to a disciplinary body if the behavior violates a college policy.

...

Harassment includes unwanted, unsolicited, and offensive conduct whether physical or verbal, that tends to injure, degrade, disgrace, or show hostility toward a person because of one's gender identity, sex, sexual orientation, race, religion, color, creed, national origin or ancestry, age, disability, or any other characteristic protected under applicable law. The conduct does not have to be threatening and may include deliberate and persistent conduct that is severe or pervasive enough that a reasonable person would find intimidating, hostile or offensive.

Examples include, but are not limited to:

- Abusive, degrading, intimidating, or offensive remarks, jokes, or gestures

POLICIES

- Slurs, negative stereotyping, or threatening, intimidating, or hostile acts
- Posting of graphic material on walls, bulletin boards, in electronic communication or elsewhere on the College's premises that shows hostility, aversion, or is derogatory to an individual group”

[Source Link](#)

Incident Report Form

Rating: **Yellow** **Category:** Bias policies **Last Updated:** Unknown

Excerpt: “If you have been the target of (or have witnessed) an incident of discrimination you may complete the online form below. Upon submission of this form, the incident report will be sent to Edgewood’s Executive Director of Diversity.

(Form includes check boxes for type of incident that include ‘bullying,’ ‘discrimination from student,’ ‘inappropriate verbal comment,’ ‘intimidation,’ ‘verbal assault,’ ‘offensive classroom comment,’ ‘written slur,’ ‘offensive visual representation,’ and ‘email or internet message’).”

(Form also allows individuals to indicate that you merely heard about an incident third-hand.)

[Source Link](#); see also [Source Link](#)

Student Rights & Responsibilities Handbook

Rating: **Red** **Category:** Multiple **Last Updated:** August 2019

Excerpt: “The Student Code of Conduct . . . may also apply off-campus when the Assistant Dean of Students, or designee, determines that the off-campus conduct affects a substantial College interest. A substantial College interest is defined to include: . . . Any situation that significantly and adversely affects the rights, property or achievements of the student or others . . . and/or • Any situation that is detrimental to the educational mission and/or interests of the College.

...

The Student Code of Conduct may be applied to behavior conducted online, via email or other electronic medium. Students should also be aware that online postings such as blogs, web postings, chats and social networking sites are in the public sphere and are not private. These postings can subject a student to allegations of conduct violations if evidence of policy violations is posted online.

...

College email is the College’s primary means of communication with students. Students are responsible for all communication delivered to their College email address

...

The following actions, or any attempt to engage in such actions, constitute misconduct for which students may be referred to the student conduct process.

...

Retaliation: Conduct that harms or impacts another person in response to filing a report or participating in a conduct process or related activity

POLICIES

...

Edgewood College uses the following categories to address incidents of discrimination:

...

Sexual Harassment: A form of sex discrimination that is illegal under Title IX of the Higher Education Amendment of 1972. Sexual harassment can occur regardless of the relationship, position or respective of the sexual identity of the parties. Same sex harassment violates this policy as does harassment by a student of a faculty member or a subordinate employee of their supervisor. Harassment because of one's sexual orientation also constitutes a violation of this policy.

Sexual harassment includes:

- Unwelcome sexual advances or requests for sexual favors;
- Unwelcome and/or non-consensual verbal or physical conduct of a sexual nature; . . .
- Conduct that unreasonably interferes with an individual's academic performance, work performance, or participation in any program or activity and related benefits.

Examples of sexual harassment can range from the obvious – such as conditioning a grade or a job on granting sexual favors, to unwelcome things which may not be obvious, but which if repeated will be deemed prohibited, such as showing or telling dirty jokes, or leering.

...

G. POSTING POLICY

Publicity Regulations

Notices may be posted only in the designated areas. No commercial advertising may be posted. Any notice posted in violation of the regulations will be removed. Please have your posters approved by the Office of Student Inclusion & Involvement at least one week prior to posting.

Posting

Posted materials should be attractive, in good taste, and free of error.

1. The bulletin boards are reserved for Edgewood College events and campus resources only. Campus resources will be posted in designated areas.
 - a. Exceptions may be made by the Vice President for Student Development, Director of Student Inclusion and Involvement, or a designee. Exceptions may only be made for Edgewood College students, faculty, or staff wanting to post events or opportunities that directly affect the campus community.
2. . . .
3. All advertising materials to be posted must have the name of the recognized campus organization or department clearly identified as the sponsoring group. Additionally, all signs must include the date, time, location, contact information, and any other information pertinent to the event. The date should include the day of the week (i.e., Monday, September 23, 2013).
4. All materials must be stamped and posted by the Office of Student Inclusion & Involvement.

POLICIES

XXI. INFORMATION RESOURCES POLICY

The following are prohibited under the College Information Resources Policy:

- Unauthorized use of College information resources including the unauthorized sharing with individuals who otherwise have no authority to access College information resources.
- Use of College information resources for unauthorized or nonacademic purposes including, but not limited to, illegal access, attempted or actual unauthorized accessing, copying, transporting or installing programs, records, data, or software belonging to the College, another user, or another entity, and/or illegal activity. . . .
- Attempted or actual use of the College’s information resources for unauthorized commercial, political or personal purposes, or for personal gain. . . .
- Intentional sending of unsolicited and unwanted electronic communications of faculty, staff, and students to parties with whom the sender has no existing business using College information resources.
- Negligent opening of email attachments received from unknown senders due to the high-risk of virus or malware infection”

[Source Link](#)

FOX VALLEY TECHNICAL COLLEGE

OVERVIEW

School Name: Fox Valley Technical College **Location:** Appleton, WI
Website: <https://www.fvtc.edu> **Category:** Public, technical college
Adopted U. Chicago Statement: No **Overall Rating:** **Red**

POLICIES

Social Media Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** 2/22/2012

Excerpt: “It is unacceptable to communicate or post information that defames the College, its employees, students, and customers/vendors, or casts FVTC in a negative light.”

[Source Link](#)

Acceptable Use of Computers and Electronic Devices

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** 10/10/2018

Excerpt: “Using the resources for political activities, including organizing or participating in any political meeting, rally, demonstration, soliciting contributions or votes, distributing material, surveying or polling for information connected to a political campaign, completing political surveys or polling information, and any other activities prohibited under the ethics act and/or other state/federal laws.”

[Source Link](#)

Political Activity

Rating: **Red** **Category:** Protest and demonstration policies **Last Updated:** 10/13/2015

Excerpt: “Events and activities must not disrupt College activities, students or employees, or block ingress or egress from the property or the facilities. Approval will not be granted for rallies, patrolling, or other like activities. In general, approval may be granted to students to set up a table in a designated area provided no individuals are approached and no patrolling occurs. Signage if any, may not be larger than the top of the table must be affixed to the front of the table approved for use and must clearly list the sponsoring organization or individual.”

[Source Link](#)

POLICIES**Community Use or Lease of District Facilities**

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Organizations using FVTC facilities will be required to certify that they do not discriminate against employees, enrollees, applicants, or members on the basis of race, color, creed, national origin, ancestry, religion, sex, handicap, age, marital status, sexual orientation, or political affiliation.”

[Source Link](#)

GATEWAY TECHNICAL COLLEGE

OVERVIEW

School Name: Gateway Technical College	Location: Racine, Kenosha, Elkhorn, WI
Website: https://www.gtc.edu	Category: Private, technical college
Adopted U. Chicago Statement: No	Overall Rating: Yellow

POLICIES

A-160 Freedom of Expression in Teaching and Learning

Rating: **Yellow** **Category:** Harassment, advertised commitment to academic freedom
Last Updated: May 2018

Excerpt: “In the tradition and pursuit of truth through knowledge, Gateway Technical College encourages its faculty to present subjects in a way they feel best promotes effective student learning and engagement.

[F]aculty are expected to . . . [c]reated a positive education environment free from harassment, discrimination and retaliation [and] [p]rotect rights to free expression and thought.

The academic freedom policy is intended to provide an environment where diverse ideas, philosophies, and thoughts can be discussed free from retribution, censorship, or restriction within the bounds noted above.

...

A hostile environment is created by harassing verbal, written, graphic, or physical conduct that is so severe or persistent/pervasive, and objectively offensive such that it interferes with, limits or denies the ability of an individual to participate in or benefit from educational programs or activities or employment access, benefits or opportunities.”

[Source Link](#)

H-110: Equal Opportunity, Civil Rights, and Sexual Misconduct

Rating: **Yellow** **Category:** Harassment **Last Updated:** August 2018

Excerpt: “College Policy on Discriminatory Harassment

Students, staff, administrators, and faculty are entitled to a working environment and educational environment free of discriminatory harassment. Gateway’s harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include relevant, but controversial or sensitive subject matters protected by academic freedom. The sections below describe the specific forms of legally prohibited harassment that are also prohibited under College policy.”

[Source Link](#)

POLICIES

H-170: Solicitation/Distribution/Posting

Rating: **Yellow** **Category:** Posting policies **Last Updated:** August 2019

Excerpt: “**EMPLOYEES** 1. Employees are not permitted to distribute literature or sell to other employees during the “work time” of either person or in public areas. 2. Employees are not permitted to solicit or sell to students while on campus. 3. Employees violating this policy will be subject to the disciplinary process. **NON-EMPLOYEES** 1. Non-employees are not permitted on the Gateway Technical College premises at any time to solicit, post or sell to persons on campus. 2. Persons violating this policy may be subject to criminal or civil prosecution.”

[Source Link](#)

H-175: Political Activities

Rating: **Yellow** **Category:** Posting policies **Last Updated:** August 2019

Excerpt: “All College employees should feel free to engage in such political activities so far as they are able to do so consistent with their full obligations to the College and in accordance with applicable laws. . . The only limitations the College imposes are those reasonably necessary to protect its independence in academic and business matters, and to insure its adherence to its mission and its compliance with the laws under which it operates. . . ”

[Source Link](#)

J-300: Student Code of Conduct Policy

Rating: **Yellow** **Category:** Other **Last Updated:** March 2019

Excerpt: “. . .

1. Students are expected to comply with all institutional, federal, state, county, and municipal policies, statutes and ordinances.
2. At all times, students are expected to conduct themselves in such a manner as not to interfere with the educational process at Gateway Technical College.
3. Students will conduct themselves in such a manner as not to endanger the safety or welfare of their fellow students.
4. Students must comply with the following and may be subject to discipline, including suspension or dismissal, for the following offenses:
 - a. Obstruction or disruption of the normal operations of the College or activities authorized by the College
 - b. Physical or verbal abuse, harassment, or detention of any person(s) on school property or at school activities when such endangers the health, safety, or rights of such persons.”

[Source Link](#)

LAKELAND UNIVERSITY

OVERVIEW

School Name: Lakeland University

Location: Sheboygan, WI

Website: <https://lakeland.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Off-Campus Reporting of Behavior

Rating: **Green**

Category: Other

Last Updated: NA

Excerpt: “Exclusive external jurisdiction: There are other kinds of conduct which may violate a wide variety of civil laws (e.g., traffic violations), but which provides no basis for university action. The student is not, therefore, subject to a second sanction by the university. The university considers that all violent personal and drug law violations, or any other behavior which might threaten the welfare of the university community must fall into the category of concurrent jurisdiction, even though the actual offense may have happened off-campus.

Concurrent jurisdiction: There are yet other instances when a student’s conduct may violate both civil law or criminal law, county and municipal ordinances, and the regulations of Lakeland University (i.e., theft or possession of illegal substances.) The student may be subject to both on- and off-campus judicial procedures.

In general, the university does not attempt to duplicate the function of civil laws and hence, only where the institution’s interests as an educational community are distinctly and clearly involved is the right of the institution asserted.”

[Source Link](#)

Title IX

Rating: **Yellow**

Category: Harassment policies

Last Updated: NA

Excerpt: “Bullying, defined as:

- Repeated and/or severe
- Aggressive behavior
- Likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally
- ...

POLICIES

Coercion is unreasonable pressure for sexual activity. When someone makes clear to you that they do not want sexual contact, 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.

...

Hazing includes any action taken or situation created, either on campus or off campus, that is intended to produce or which may foreseeably produce unusual or necessary mental or physical harm, or which may cause or foreseeably cause embarrassment, harassment, ridicule or risk of physical, mental or emotional harm.

...

Sexual Harassment:

- a. Unwelcome conduct that is of an implicitly or overtly sexual nature, or is based on a person's actual or perceived sex, gender, sexual orientation, gender identity, or gender expression.

...

Examples of prohibited harassment take a variety of forms and may include, but are not limited to, the following:

- i. Sexual advances, propositions, requests or pressure of any kind for sexual favors under any of the circumstances described above
- ii. Sexually explicit, graphic, abusive, degrading, intimidating, or offensive jokes, comments, remarks, or gestures, under any of the circumstances described above
- iii. Physical contact or intimidation under any of the circumstances described above
- iv. Display, circulation, or communication of any sexually suggestive, explicit, graphic, or offensive objects, pictures, or materials of any kind, under any of the circumstances described above
- v. Epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to an individual's race, color, national origin, religion, age, disability, sex, gender identity/expression, sexual orientation, marital status, pregnancy, predisposing genetic characteristic, or military status, or any other characteristics protected by this policy and/or law, under any of the circumstances described above.
- vi. Placing on walls, bulletin boards, email, social networking websites, or elsewhere on the University's premises graphic material that shows hostility or aversion to an individual or group (as listed above) because of an individual's race, color, national origin, religion, age, disability, sex, gender identity/expression, sexual orientation, marital status, pregnancy, predisposing genetic characteristic, or military status or any other characteristics protected by this Policy and/or law, under any of the circumstances described in this section.

[Source Link](#)

Information Technology Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** NA

Excerpt: "Some uses of Lakeland University's information technology are prohibited. . . Unauthorized uses include, but are not limited to:

...

POLICIES

- uses that threaten to disrupt network services or equipment, including the distribution of unsolicited advertising, unsolicited mass email, improper/excessive use of data storage space, or items designed to propagate computer viruses;
- ...
- uses that interfere with the expectations of Lakeland University as an employer, including excessive private or personal business”

[Source Link](#)

Student Handbook

Rating: Yellow **Category:** Multiple **Last Updated:** 2019

Excerpt: “For the purposes of university policy, the term harassment is defined as any verbal, written, electronic or physical conduct that a person knows or has reasonable grounds to know would intimidate, demean or degrade an individual’s or group’s character, self-worth or dignity. Behavior that will not be tolerated includes, but is not limited to, physical force or violence, stalking and threats.

Racial Harassment is any verbal or physical conduct that shows hostility or aversion toward an individual because of his/her race, color or ethnic origin, or that of his/her relatives, friends or associates.

Furthermore, it has the purpose or effect of creating an intimidating, hostile or offensive work, academic or co-curricular environment; and/or has the purpose or effect of unreasonably interfering with an individual’s work, university housing, academic or co-curricular performance or otherwise adversely effects on an individual’s employment, academic or co-curricular opportunities. Examples of verbal racial harassment include, but are not limited to, the following: name-calling, racial slurs or epithets or “jokes” that demean or belittle a victim’s color, culture, history or speech patterns (accent). Other examples of racial harassment include, but are not limited to, the following: when a person’s body, possessions or dwelling place are threatened or violated.

Harassment on the Basis of Sexual Orientation is defined as any verbal, written or physical conduct directed at a person or a group based on sexual orientation or perceived sexual orientation where the offensive behavior is intimidating, hostile, or demeaning or could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm.

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature that expressly or implicitly imposes conditions upon, threatens, interferes with, or creates intimidating hostile or demanding environment for an individual’s a) academic pursuits, b) university employment, c) participation in activities sponsored by the university or organizations or groups related to the university or d) opportunities to benefit from other aspects of university life.

• ...

Freedom of Expression

Lakeland University insists that student disagreements, in whatever form it takes on, must always be considerate and respectful for:

- Faculty, staff and their peers;
- Their university and public property and private property;

POLICIES

- The rights and freedoms of others, both individuals and or groups;
- The orderly function of the university;
- The moral and ethical concepts on which the university is based.

...

Posting and Advertising Policies All non-residential buildings: Bring a master copy of the flier to the Activities Coordinator located in student success and engagement office for approval. Once approved, posters may be posted in designated areas only. Fliers cannot contain for-profit solicitation, alcohol references, and off-campus parties hosted by a Lakeland University organization or any illegal activity. Plan accordingly, as it may take more than 24 hours for approval.

Residence Halls- Only Lakeland University residence life professional staff may post in the residence halls, suites or apartments. If one wishes to have fliers posted in the residence halls, bring a master copy for approval to the director of residence life office, located in the lower level of WAK.

Chapel- Please bring two copies of the flier to be posted in the Chapel to the chaplain's office for approval. The chaplain is located on the second floor of the library.

...

Hazing Policy

Students, staff, faculty, student organizations, athletic teams and other student groups of the Lakeland University community are strictly prohibited from engaging in any type of hazing activity. Hazing is defined in the Wisconsin State Statute 948.51 (<https://docs.legis.wisconsin.gov/statutes/statutes/948/51>) and by Lakeland University as, "any act whether physical, mental, emotional or psychological, which subjects another person, voluntarily or involuntarily, to anything that may abuse, mistreat, degrade, humiliate, harass, or intimidate him or her or which may in any way compromise his or her inherent dignity as a person."

...

Bodily or Mental Harm:

The following behaviors are prohibited: Intentionally inflicting mental or bodily harm upon any person; taking any action for the purpose of inflicting mental or bodily harm upon any person; taking any reckless but not accidental action from which mental or bodily harm could result to any person; causing a person to believe that the offender may cause mental or bodily harm; and/or any act that demeans, degrades or disgraces any person. "Any person" as used in this section may include oneself.

...

Community Misbehavior.

An action or conduct that is considered inappropriate, improper, incorrect or unexpected in a community setting is prohibited and may result in disciplinary action.

...

Disorderly Conduct.

Disorderly conduct is disturbing the peace and good order of the university. Prohibited behaviors include, but are not limited to: fighting, quarreling, disruptive behavior, indecent behavior, public urination and/or lewd behavior. This includes violating quiet hours.

...

Harassment. Any speech, action, or behavior that is focused on any individual or group based on

POLICIES

the individual's or group's gender, gender identity, race, sexual orientation, religion or ethnicity is a form of harassment and will not be tolerated. Any speech, action or behavior that demeans, degrades, is inflammatory, or could be considered "fighting words" are not acceptable for the Lakeland University community.

...

Sexual or Gender-Based Harassment: includes "unwelcome conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence." (U.S. Dept. of Ed. Office for Civil Rights)

...

Sexual harassment can be blatant or it can be subtle. Blatant forms of sexual harassment include sexual propositions, inappropriate touching, unsolicited embracing or kissing, assault or rape. Subtle forms of sexual harassment include inappropriate or obscene jokes, intimate language, (i.e. dear, sweetheart, darling) and leering."

[Source Link](#)

LAKESHORE TECHNICAL COLLEGE

OVERVIEW

School Name: Lakeshore Technical College	Location: Cleveland, WI
Website: https://gotoltc.edu	Category: Public, technical college
Adopted U. Chicago Statement: No	Overall Rating: Yellow

POLICIES

SS-069 Student Conduct Code Policy

Rating: **Green** **Category:** Other **Last Updated:** May 2018 (Adopted)

Excerpt: Appears to be reasonably focused on academic issues and conduct that “inhibits learning.”

“Lakeshore Technical College is an academic community that maintains high standards of instruction and provides a safe campus for all persons utilizing its programs and services. As a learning organization, LTC monitors student conduct, encourages positive behaviors and requires academic integrity in support of a positive teaching and learning environment.”

[Source Link](#)

SS-404: Student Government Association Policy

Rating: **Yellow** **Category:** Other **Last Updated:** October 2018

Excerpt: Policy exists “[t]o promote student development, leadership, and communication for the student body.”

[Source Link](#)

SS-351: Student Organizations Policy

Rating: **Yellow** **Category:** Other **Last Updated:** October 2018

Excerpt: “Student organizations need not be officially recognized by the college. However, in order to be supported through activity fees and participate in Student Government Association (SGA) they must meet the guidelines for recognition established by the SGA.”

[Source Link](#)

POLICIES

IN-113: Academic Freedom Policy**Rating:** Green **Category:** Advertised commitment to free expression**Last Updated:** November 2018

Excerpt: “The college as an institution will remain neutral on partisan political matters. The neutral position is maintained to encourage an environment where faculty, students, and employees can express individual points of view and to insulate the college from undue political influence or pressure.”

“Faculty at Lakeshore Technical College are entitled to freedom in the classroom in discussing their course competency and outcomes, but they should be careful not to introduce into their teaching controversial matter which has no relation to their course competency and outcomes. Faculty members are expected to educate students to think for themselves, and to facilitate access to relevant materials that they need to form their own opinions. Faculty members are expected to present information fairly, and to set forth justly divergent opinions that arise out of the academic process and professionalism.”

[Source Link](#)

HR-655: Political Activities on College Premises**Rating:** Yellow **Category:** Other **Last Updated:** August 2019

Excerpt: “College buildings and all premises are not a forum open to the general public for public discourse or political activity, as defined herein. The District Board and College President have not designated, and no official of the College is authorized without prior Board approval, to designate any area of College premises, either in whole or in part, to be an open public forum or limited public forum for the purpose of public discourse or political activity as defined, herein.

The mission of the College is andragogic. The District Board, College President, and other College officials act in the public interest through precluding a public impression that the College endorses particular political candidates, groups, messages, or positions.

With the exception of forums, student ‘straw polls’ and similar student programs, specifically sanctioned by the College President, political activity is not permitted in any College building or at any location on College premises, wherever located, at any time. Political activity includes, but is not limited to; distribution or posting of political campaign literature, leafleting, posting of signs, circulating petitions, and nomination papers, political fundraising, picketing, rallies, protests, meetings, speeches, demonstrations, and hand billing, and any other activities which disrupt academic work or any function of the College.

Subject to applicable local ordinances, political activity is authorized on public walk ways along roads contiguous to College premises. Public walkways may be recognized as traditional public forums. Political activity on public walkways, however, may not disrupt or interfere with the College curriculum, the orderly ingress or egress of persons from College buildings, the safe and efficient movement of persons on or off of College premises, or the orderly operation of classes, or functioning of the College. The College President is authorized to take necessary and reasonable action to restrict or limit the effect of political activity occurring off of College premises, which directly and adversely impacts College premises, so long as such restrictions are non-discriminatory and viewpoint neutral.

POLICIES

Campus security resources and law enforcement agencies will be summoned in response to conduct in violation of the terms of this policy which is disruptive, threatening, or a violation of law.”

[Source Link](#)

IT-071: Student Email Policy

Rating: Yellow **Category:** Internet usage **Last Updated:** May 2019

Excerpt: “All LTC technical resources are owned by the college and are subject to monitoring, including email. Email is an official means for communication within LTC. Therefore, the College has the right to send communications to students via email and the right to expect that those communications will be received and read in a timely fashion. The LTC email should be used for college/course related communications or personal communications only. It shall not be used or associated with any non-LTC related commercial endeavor.”

[Source Link](#)

LAWRENCE UNIVERSITY

OVERVIEW

School Name: Lawrence University

Location: Appleton, WI

Website: <https://www.lawrence.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Unrated**

(Policies not reasonably accessible, but due to broken link.)

POLICIES

Academic Freedom

Rating: **Green**

Category: Other

Last Updated: February 7, 2017

Excerpt: “The Lawrence University Faculty adopted the following statement on February 7, 2017: Lawrence University, a liberal arts college and conservatory of music, is dedicated to the development of intellect and talent, the pursuit of knowledge and understanding, and the cultivation of critical literacy and sound judgment. To that end, members of the Lawrence community are free to engage in, speak on, and write about scholarly research and creative activity without fear of censorship or retaliation. In the classroom, laboratory, and studio, teachers must be free to teach and students free to learn; we must be free to challenge each other’s beliefs, to explore new ideas and critically examine old ones, and to listen to others without disruption. Knowledge, skill, understanding, and creative expression are acquired through interactions that are often complex and even controversial. Although these interactions may at times cause discomfort, they may not be obstructed. Intellectually honest and vibrant communities engage in complex interactions and the ability, hereby protected, to exchange ideas in a spirit of mutual respect is essential to our educational mission.

Lawrence University faculty, as well as invited speakers and performers, may express their views publicly. However, the University may restrict speech that is defamatory of character, harassing, or infringes a protected right to privacy or confidentiality.”

[Source Link](#)

Title IX

Rating: **Yellow**

Category: Harassment policies

Last Updated: NA

Excerpt: “Harassment: Sexual harassment is unwelcome sexual, sex-based, and/or gender-based conduct that is sufficiently severe, persistent, or pervasive that it creates a hostile environment. The conduct can include unwelcome sexual advances; requests for sexual favors; or other verbal, nonverbal, or physical conduct of a sexual nature. A hostile environment is one that unreasonably interferes with, denies, or

POLICIES

limits someone's ability to participate in or benefit from the University's educational program or activities and/or to carry out the duties of employment. Examples of sexual harassment range from pervasive sex talk and repeated unwanted sexual attention to stalking, bullying, and intimate partner violence. The more egregious the conduct, the fewer instances are needed to create a hostile environment. Activities that do not constitute harassment include assignment of materials or discussion of topics that are legitimately related to the subject of a course, tutorial, or other academic experience governed by the principles of academic freedom."

[Source Link](#)

See also definitions section:

Sexual harassment: unwelcome conduct of a sexual nature (sex talk, sexual advances, requests for sexual favors, etc.) that is so severe, persistent, or pervasive that it creates a hostile environment; sexual relations between persons of unequal status may be perceived as sexual harassment, and a single act of sexual violence constitutes sexual harassment.

[Source Link](#)

MADISON AREA TECHNICAL COLLEGE

OVERVIEW

School Name: Madison Area Technical College

Location: Madison, WI

Website: <https://madisoncollege.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Classroom Policies (See Also Reg. #303)

Rating: **Yellow** **Category:** Other **Last Updated:** August 1998 (Reg. #303)

Excerpt: “If students are disruptive in class, they may be temporarily or permanently removed from class. Students removed from class have a right to due process procedures to ensure fair treatment. *Nothing in these guidelines is intended to infringe upon the academic freedom of instructor or student.*”

These two fundamental principles should be observed:

1. Students have the right to express opinions germane to the subject matter of a course.
2. Instructors have the right to guide classroom discussion and to set reasonable limits on the classroom time made available to students for the expression of their opinions.

The responsibility for striking a balance between these principles rests with instructors.

...

Definition

Classroom disruption is behavior a reasonable person would view as substantially or repeatedly interfering with faculty’s ability to teach or student’s right to learn. Students are expected to behave in ways that do not interfere with the educational process and/or any college-sponsored activity. Class disruptions are considered an interference with the educational process. . .”

[Source Link](#)

Harassment and Discrimination Policy (See Also Reg. #502)

Rating: **Yellow** **Category:** Harassment **Last Updated:** March 2001 (Reg. #502)

Excerpt: “Madison Area Technical College strives to provide an educational environment that preserves the safety and dignity of our students, staff, and community. All students and employees should be able to

POLICIES

learn and work in an educational environment free from harassment of any nature. Madison College does not permit discrimination against any student or any employee on any basis prohibited by law.

Madison College defines discrimination as an unfairness or prejudice based on a person's age, arrest record, color, conviction record, creed/religion, disability, gender, genetic testing, honesty testing, marital status, military service, national origin/ancestry/ethnicity, pregnancy, race, sexual orientation or use/nonuse of lawful products.

Harassment is unwanted, deliberate or repeated unsolicited comments, slurs, demeaning references, gestures, graphic materials, physical contact, solicitation of favors, advances, bullying or other adverse treatment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, student status or academic participation.
- ...
- The conduct has the purpose or effect of substantially creating an intimidating, hostile, or offensive environment that tangibly affects or interferes with an individual's job performance or other employment or academic opportunities."

[Source Link](#)

Student Rights and Responsibilities

Rating: **Yellow** **Category:** Policies – tolerance, respect and civility **Last Updated:** Unknown

Excerpt:

1. Students have the right to experience a high quality learning environment, free from disruptions and distractions.
2. Students have the right to be treated with respect and dignity, free from harassment and/or discrimination.
- ...
6. Students have the right to express their ideas in writing, in speech, or by use of other media, within the guarantees of the law.
7. Students have the right to participate in the formulation and application of college policy affecting student life and services through clearly defined means, to form clubs and organizations within the guidelines established by the Student Activities Board and to allocate appropriate student activity and incidental fees.
8. Students have the right to bring formal charges against other campus community members for violating the Student Code of Conduct or other college policies, procedures and/or practices.
9. Students have the right to due process if accused of violating the Madison Area Technical College Student Code of Conduct. This includes a right to be heard, a right to decision and review by impartial persons or bodies, and a right to adequate notice.
- ...

The following responsibilities represent the Student Code of Conduct for Madison Area Technical College.

POLICIES

Any misconduct or violation of the Student Code of Conduct may serve as a basis for formal disciplinary review and action.

...

15. Students are responsible to take no action, which could be defined as discrimination. Discrimination is defined as: an unfairness or prejudice based on a person's age, race, creed/religion, color, disability, marital status, sex, national origin, ancestry, sexual orientation, gender identity/ expression, conviction record, parental status or pregnancy or protected veteran status in its educational programs, admissions, activities or employment practices. . .

16. Students are responsible to take no action, which could be defined as harassment. Harassment is defined as: unwanted, deliberate, or repeated unsolicited comments, slurs, demeaning references, gestures, graphic materials, physical contacts, solicitation of favors, advances or other adverse treatment. . .

...

20. Students who wish to circulate petitions are responsible to obtain a facility permit from the Department of Facilities.

...

22. Students are responsible to conduct themselves appropriately when utilizing college-owned computer equipment and to follow the Student Computer Systems Acceptable Use Guidelines.”

[Source Link](#)

MARANATHA BAPTIST UNIVERSITY

OVERVIEW

School Name: Maranatha Baptist University	Location: Watertown, WI
Website: https://www.mbu.edu	Category: Private, four year college
Adopted U. Chicago Statement: No	Overall Rating: Blue

POLICIES

Electronic Communication Policy

Rating: **Blue** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Electronic Communication

You are responsible for the content of any electronic communication you send or receive, and the content should conform to the standards of Philippians 4:8. If you participate in communicating—including forwarding or directing people to, whether you read the content or not, content that violates this biblical standard, you may be subject to disciplinary action.

- You will be held responsible for failing to report receipt of the objectionable material and/or for forwarding it.
- If you receive an inappropriate email or other electronic transmission (excluding SPAM, which you should delete immediately) that contains objectionable material (i.e. profanity, lewd, or crude content), report the communication using this process:
 - Forward a copy to abuse@mbu.edu.
 - Tell a dean or Residence Supervisor about the communication.
 - Delete the communication. Such material should not be saved or forwarded to others.”

[Source Link](#)

Internet Use Policy – Unacceptable Use

Rating: **Blue** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Unacceptable Use

Those who use the Maranatha computing and network resources are expected to behave in a manner that is consistent with Maranatha’s well-known Biblical principles and beliefs, and in compliance with state and federal laws. Unacceptable use of the Maranatha network includes, but is not limited to:

POLICIES

- Access to sites, pages, images, video, or other content that contain obscene, hateful, pornographic, violent, or illegal material;
- Forwarding any communication that contains morally objectionable material;
- Sending or posting discriminatory, harassing, or threatening messages or images on the internet or via Maranatha's messaging service;
- Using computers to perpetrate any form of fraud, and/or software, film, or music piracy;
- Stealing, using, or disclosing someone else's password without authorization;
- Engaging in academic dishonesty or theft of intellectual property;
- Deletion, examination, copying, or modification of files or data belonging to other users without prior consent;
- Downloading, copying, or pirating software, electronic files, or any other copyrighted items without proper authorization;
- Sharing confidential material, trade secrets, or proprietary information outside of the organization;
- Hacking into unauthorized websites or into areas of the Maranatha network that you have not been granted security access and permission to enter;
- Any improper or unauthorized attempt to secure a higher level of privilege on Maranatha's systems;
- Sending or posting information that is defamatory;
- Introducing malicious software onto the network or jeopardizing the security of the organization's electronic communications systems, including capturing network traffic;
- Sending or posting mass emails, chain letters, solicitations, or advertisements not related to business purposes or activities;
- Forgery or attempted forgery of electronic mail messages; and
- Passing off personal views as representing those of the organization.

If a user is unsure about what constitutes acceptable usage, then that person should ask the Information Technology Department for further guidance and clarification.”

[Source Link](#)

Unlawful Harassment

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Harassment Defined

Harassment is: bothersome, demeaning, irritating, and unreasonably annoying behavior based on race, color, national origin, gender (including pregnancy), religion, disability, or age (age 40 or older). Whether

POLICIES

or not behavior is harassing is judged by a reasonable-person standard with the understanding that normal day-to-day personal annoyances do not generally rise to the level of harassment.”

[Source Link](#)

Sexual Harassment Definition

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Sexual Harassment Defined

Sexual harassment is harassment (as defined above) of a specifically sexual nature. Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and can include sexual-based harassment of a person of the same sex as the harasser.

Unwelcome sexual advances (either verbal or physical), requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment, a term or condition of passing a class, or a term or condition for any collegiate opportunity; (2) submission or rejection of the conduct is used as a basis for making employment or collegiate decisions; or (3) the conduct has the purpose or effect of interfering with student’s collegiate opportunities or creating an intimidating, hostile, or offensive learning or work environment.

Students and employees of the University are prohibited from engaging in other sexually harassing or offensive conduct, including but not limited to:

- Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, or propositions;
- Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and offensive personal references;
- Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
- The display of demeaning, insulting, intimidating, or sexually suggestive objects, pictures, or photographs;
- Demeaning, insulting, intimidating or sexually suggestive written, recorded, or electronically transmitted messages.

Any of the above conduct, or other offensive conduct, directed at individuals because of their race, gender, national origin, disability, pregnancy, or age is also prohibited.”

[Source Link](#)

POLICIES

Political Flyers**Rating:** Yellow **Category:** Posting policies **Last Updated:** Unknown**Excerpt:** “Political Flyers for Elected Officials

Flyers, signs, and posters advertising candidates to an elected office may not be posted on campus.”

[Source Link](#)**Protecting Your Testimony: Why & What****Rating:** Blue **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown**Excerpt:** “Students must abide by these biblical mandates at all times (including during breaks, vacations, and holidays). Commission of one or more of the following infractions, or failure to report the commission of one or more of the following infractions, will result in disciplinary action and in many cases, suspension or dismissal.

What?

Following is a list of some egregious sins that bring reproach on the Lord, yourself, and Maranatha.

...

6. Doctrine, serious deviation and/or promotion of the same.

- Mark 7:7 But in vain they do worship me, teaching for doctrines the commandments of men.
- 2 Peter 2:1; Titus 3:10

...

11. Inappropriate Communication

- Profanity
- Exodus 20:7 Thou shalt not take the name of the Lord thy God in vain; for the Lord will not hold him guiltless that taketh his name in vain
- Public or Private (social media)
- Vulgar/Crude Language
- Ephesians 4:29 Let no corrupt communication proceed out of your mouth, but that which is good to the use of edifying, that it may minister grace unto the hearers.
- Exodus 20:7; Proverbs 18:21; Matthew 12:36”

[Source Link](#)

POLICIES

Bullying Policy

Rating: Yellow **Category:** Bullying policies **Last Updated:** Unknown

Excerpt: “Bullying is behavior that can be communicated by written, verbal, or physical action that hurts another individual or group, physically or emotionally. Bullying is strictly prohibited and is subject to significant disciplinary action up to and including dismissal from Maranatha. Any incident of bullying should be reported immediately to the Student Life Office.”

[Source Link](#)

MARIAN UNIVERSITY

OVERVIEW

School Name: Marian University

Location: Fond du Lac, WI

Website: <https://www.marianuniversity.edu/>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Student Handbook – Classroom and Campus Expectations

Rating: **Yellow**

Category: Policies on tolerance, respect and civility

Last Updated: 2018

Excerpt: “CLASSROOM AND CAMPUS EXPECTATIONS

Students are encouraged to maximize the learning experience offered through Marian University. Ideal learning takes place in environments where trust, mutual respect, and active engagement are valued and observed by all participants. Students enrolled at Marian University are expected to conduct themselves in a manner appropriate to a professional setting. Students are expected to be respectful of the learning environment established by the instructor. No student has the right to be disruptive, disrespectful, or uncivil in their conduct – including language – in any setting at Marian University. A student who is deemed to be inappropriate in the classroom may be asked to leave the class for a session or more or may be administratively withdrawn by University officials.”

[Source Link](#)

Online Code of Conduct

Rating: **Yellow**

Category: Internet usage policies

Last Updated: 2018

Excerpt: “The Code of Student Conduct may be applied to behavior conducted online, via email, or another electronic medium. Students should also be aware that online postings such as blogs, web postings, chats and social networking sites are in the public sphere and are not private. These postings can subject a student to allegations of conduct violations if evidence of policy violations is posted online. The University does not regularly search for this information but may take action if and when such information is brought to the attention of University officials. However, most online speech by students not involving Marian networks or technology will be protected as free expression and not subject to this Code, with two notable exceptions:

- A true threat, defined as “a threat a reasonable person would interpret as a serious expression of intent to inflict bodily harm upon specific individuals”;

POLICIES

- Speech posted online about the University or its community members that causes a significant on-campus disruption.”

[Source Link](#)

Bullying and Cyberbullying

Rating: **Green** **Category:** Bullying policies **Last Updated:** 2018

Excerpt: “Bullying and Cyberbullying. Bullying and cyberbullying are repeated and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally and are not protected by freedom of expression.”

[Source Link](#)

Harassment

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** 2018

Excerpt: “Harassment. Any unwelcome conduct based on actual or perceived status including: sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation or other protected status. Any unwelcome conduct should be reported to campus officials, who will act to remedy and resolve reported incidents on behalf of the victim and community. See also Sexual Harassment described in Sexual Misconduct below.

- Hostile Environment: Sanctions can and will be imposed for the creation of a hostile environment only when harassment is sufficiently severe, pervasive (or persistent) and objectively offensive that it unreasonably interferes with, limits or denies the ability to participate in or benefit from Marian’s educational or employment program or activities.”

[Source Link](#)

Non-Discrimination Policy

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** 2018

Excerpt: “Harassment, whether verbal, physical or visual, that is based on any of these characteristics, is a form of discrimination. This includes harassing conduct affecting tangible job or educational benefits, interfering unreasonably with an individual’s academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile or offensive environment. Additional information regarding the University’s prohibitions against non-discrimination (including sexual harassment, sexual assault, and sexual violence) is set forth below.

While the University is committed to the principles of free inquiry and free expression, discrimination, harassment, and retaliation identified in this policy are neither legally protected expression nor the proper exercise of academic freedom.

POLICIES

Examples of discrimination and harassment may include, but are not limited to:

- Refusing to hire or promote someone because of the person’s protected status;
- Demoting or terminating someone because of the person’s protected status;
- Jokes or epithets about another person’s protected status;
- Teasing or practical jokes directed at a person based on his or her protected status;
- The display or circulation of written materials or pictures that degrade a person or group; and
- Verbal abuse or insults about, directed at, or made in the presence of an individual or group of individuals in a protected group.”

[Source Link](#)

Policy on Academic Freedom

Rating: Yellow **Category:** Other policies **Last Updated:** 2012

Excerpt: “Policy Statement:

Academic freedom is a hallmark of an academic institution which allows faculty and students to explore ideas and issues necessary to intellectual development.

Marian University is a Roman Catholic institution sponsored by the Congregation of the Sisters of Saint Agnes. While members of its faculty are free to present and discuss positions (in their respective disciplines) contrary to the defined position of the Church, they are expected to respect its position. As role models, Marian University faculty members are expected to show respect for the religion and religious values of others.

Faculty are entitled to full freedom in research and in the publication of results, subject to the adequate performance of his/her other academic duties.

Faculty are entitled to freedom in the classroom in discussing academic issues, but should be careful not to introduce controversial matters that have no relation to the topic being taught. This freedom must be integrated with the right of the students to voice opinions and the rights of the institution to have its accepted aims respected.

...

When faculty members speak, write or act as citizens, they are free from institutional censorship or discipline, but they should be cognizant of their affiliation with Marian University and make every effort to show that they speak, write, or act as individuals and not institutional spokespeople.”

[Source Link](#)

POLICIES

Information Technology Acceptable Use Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “In General Marian University (‘we,’ ‘the University,’ ‘our’) provides numerous information technology resources for use by the Marian University community to support its educational mission. The use of these resources must be consistent with the goals of the University. As a member of the Marian University community, you are expected to act responsibly and to follow the University’s guidelines, policies and procedures in utilizing information technology, social media, and electronic networks accessed by such technology. The University’s acceptable-use policy includes the following guidelines and the requirement of each Marian University community member, including faculty, students, staff or other users to:

Respect the rights of others to freedom from harassment or intimidation. Sending, sharing via social media, or posting of abusive or unwanted material causing the work or college experience of others to be disrupted is a violation of University policies. It may also violate the law, and is unacceptable. ...

On-Line Conduct. On-line networks shall be used only as permitted by the University, only in accordance with applicable University policies and only for lawful purposes. Any conduct that in our sole discretion restricts or inhibits others from using an on-line network or violates University policies or applicable law is not permitted and will be subject to sanction and disciplinary action. Users are prohibited from posting on or transmitting through any on-line network any unlawful, harmful, threatening, abusive, harassing, defamatory, vulgar, obscene, profane, hateful, racially or ethnically demeaning or threatening material of any kind. Users are also prohibited from posting, sharing via social media, or transmitting any material, which encourages conduct that would constitute a criminal offense, give rise to civil liability or otherwise violate any applicable law or University policies. The University reserves the right to restrict and/or interrupt communications through or by use of any of its computers or computer services, which is believed to be harmful to the University or to others. More specifically and without limitation, the following conduct violates University policies and is not permitted.

Offensive Communication. Use of vulgar, abusive or hateful language is prohibited.

Harassment. Targeting another person or organization to cause distress, embarrassment, injury, unwanted attention or other substantial discomfort is harassment, which is prohibited. Personal attacks, cyber bullying, cyber stalking, or other action to threaten or intimidate or embarrass an individual, group or organization, or attacks based on a person’s race, national origin, ethnicity, handicap, religion, gender, veteran status, sexual orientation or another such characteristic or affiliation are prohibited.

Offensive Graphic Files. Transmitting through or posting on any on-line network sexually explicit images or any other content deemed to be offensive is prohibited.”

[Source Link](#)

Bulletin Board Posting Policy

Rating: **Yellow** **Category:** Posting policies **Last Updated:** 1995

Excerpt: “Bulletin Boards

Designated bulletin boards are located throughout the University for particular University offices or student groups. No messages should be placed on these designated boards without prior approval from

POLICIES

that particular office or group. Bulletin boards not designated can be used by the entire University community. Please have all signs and posters approved and stamped in the Office of Student Engagement prior to posting. The University has an expectation that posters will reflect favorably on the mission of the University.”

[Source Link](#)

MID-STATE TECHNICAL COLLEGE

OVERVIEW

School Name: Mid-State Technical College **Location:** Marshfield, Stevens Point, and Wisconsin Rapids, WI

Website: <https://www.mstc.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Network Usage Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** NA

Excerpt: “Users must not use the District network access to create, publish, display, or transmit any materials that are threatening, defamatory, fraudulent, seditious, abusive, obscene, profane, or sexually oriented. Repeated transmission of material to a person who finds such transmission offensive, obscene, or discriminatory will be treated as harassment and is against District policy and State and Federal regulations.

...

Users may not use the District network to make private purchases or transfer personal funds.

...

Unauthorized access, attempted access or use of any District computer or computer network system is a violation of Wisconsin and/or other applicable Federal laws, and is subject to prosecution.”

[Source Link](#)

Electronic Communications Media

Rating: **Red** **Category:** Internet usage policies **Last Updated:** February 2016

Excerpt: “The purpose of this policy is to ensure protection of the physical and logical integrity of these valuable college resources, reduce the risk of security incidents, and prohibit and prevent either intentional or negligent activities facilitated by any electronic communications which: . . . Are contrary to principles of the equality of persons. . . Adversely affect or have the potential to adversely affect the mission or reputation of the College or the efficiency, morale or safety of college students, guests, employees, customers, affiliates or vendors.

...

Electronic media cannot be used for transmitting, retrieving, displaying, or storing any communication or activity:

POLICIES

- Sending, saving, forwarding, or displaying information that is contrary to policy, including but not limited to:
 - Discriminating, harassing, insulting, or attacking others based on race, national origin, sex, sexual orientation, age, religion, disability or any other legally protected class.
 - Derogatory or offensive to any individual or group.
 - Obscene, sexually oriented, or pornographic
- Sending chain letters.
- Responding to and participating in Internet discussion groups, any social media sites, www comment pages, and the like from Mid-State computers in any manner inconsistent with this policy.
- Conducting job searches outside Mid-State Technical College
- Adversely affect or have the potential to adversely affect the mission or reputation of the College or the efficiency, morale or safety of college students, guests, employees, customers, affiliates or vendors.

...

Incidental Personal Use

...

Personal use must not:

- Involve any personal social networking or 'blogs' as defined in this policy

...

Participation in On-line Forums

...

Any college employee or other college representative engaging in online posting or electronic dialogue as a designated College official is required to meet the following standards:

- Must limit their discussion to matters of fact and avoid expressing opinions while using the College's systems or a college-provided account."

[Source Link](#)

Equal Opportunity, Harassment, and Affirmative Action

Rating: **Green** **Category:** Harassment policies **Last Updated:** August 2013

Excerpt: "Harassment is a form of discrimination and includes verbal or physical conduct that creates an intimidating, hostile or offensive work and/or academic environment, which substantially interferes with or substantially and adversely affects a student's academic or employee's work performance. Harassment includes unwelcome verbal or physical conduct of a sexual nature that is severe enough to interfere substantially with a student's academic progress or employee's work or creates an intimidating, hostile, or offense academic or work environment."

[Source Link](#)

POLICIES

Political Activity – Employees and Students

Rating: Red **Category:** Political policy **Last Updated:** January 2012

Excerpt: “Except as specifically provided by this policy, employees and students may not engage in political activities on college property.

...

All events are subject to advance notice to and approval by the Vice President, Human Resources as to the time, place and manner in which the event will occur.

Except as specifically provided in this policy, the events or activities are solely for non-partisan voter education.

...

College tours and educational forums conducted exclusively for seated legislators are permitted but not during the period between when the legislator has been certified as a candidate for reelection and before the final election.

Educational candidate forums or candidate debates for those seeking election may be held provided all legally qualified candidates are notified in advance and have an equal opportunity to participate

Partisan political activities by employees and students may be allowed outside of any college building or structure in areas designated by the Vice President, Human Resources provided advance approval is given, the activities do not disrupt college activities, students or employees, and do not block ingress or egress from the property or the facilities. Approval will not be granted for rallies, patrolling or other like activities. In general, approval may be granted to employees or students to set up a table in a designated area provided no individuals are approached and no patrolling occurs. Signage if any, may not be larger than the top of the table, must be affixed to the front of the table approved for use and must clearly list the sponsoring organization or individual.

...

No fundraising may occur on college property for any ballot initiative, candidate for office or political activity.

...

Except as specifically provided in this policy, no political petitions of any kind may be circulated on college property.

Except as specifically provided in this policy, no political signs may be posted on college property.”

[Source Link](#)

Use of Student Activity Funds

Rating: Green **Category:** Student organization policies **Last Updated:** August 2016

Excerpt: “This policy has been developed in compliance with Wisconsin Technical College System Board Policy 401 which requires that revenues generated through the collection of student activity fees and student organization fund raising activities be deposited in the District’s accounts. The WTCS policy also requires that each district have appropriate operational policies to insure the disbursement of these funds in compliance with Wisconsin Statutes.”

[Source Link](#)

POLICIES**Incident Report**

Rating: **Yellow** **Category:** Other **Last Updated:** NA

Excerpt: “Typically, a formal complaint is a written allegation of an inequity. An inequity may involve either the academic or the nonacademic function of Mid-State.”

[Source Link](#)

MILWAUKEE AREA TECHNICAL COLLEGE

OVERVIEW

School Name: Milwaukee Area Technical College	Location: Milwaukee, Oak Creek, West Allis, and Mequon, WI
Website: https://www.matc.edu/	Category: Public, technical college
Adopted U. Chicago Statement: No	Overall Rating: Red

POLICIES

Equal Opportunity, Harassment, and Non-Discrimination

Rating: Yellow **Category:** Harassment policies **Last Updated:** October 2013

Excerpt: “This policy applies to behaviors that take place on the campus, at college-sponsored events and may also apply off-campus and to actions online when the Title IX Coordinator or Associate Vice President of Human Resources determines that the off campus conduct affects a substantial college interest. A substantial college interest is defined to include, but is not limited to:

- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational interests of the college.
- Any online postings or other electronic communication, including cyberbullying, cyberstalking, cyber-harassment, etc. occurring completely outside of MATC’s control (e.g. not on college networks, websites or between college email accounts) will only be subject to this policy when those online behaviors can be shown to cause a substantial on-campus disruption. Otherwise, such communications are considered speech protected by the 1st Amendment.

...

MATC’s harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive subject matters. The sections below describe the specific forms of legally prohibited harassment that are also prohibited under college policy.

...

Sexual harassment is:

- unwelcome, sexual or gender-based verbal, written or physical conduct that is,
- sufficiently severe, persistent or pervasive that it,
- has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability

POLICIES

to participate in or benefit from the college's educational, social and/or residential program, and is

- based on power differentials (quid pro quo), the creation of a hostile environment or retaliation.”

[Source Link](#)

Student Code of Conduct

Rating: Red **Category:** Harassment & others **Last Updated:** NA

Excerpt: “The violations defined below include, but are not limited to:

...

- Committing acts of sexual harassment. Sexual harassment includes, but is not limited to, non-consensual verbal or physical conduct related to sex which unreasonably interferes with an individual's work, educational or social performance.

...

- Engaging in disorderly conduct or fighting. For purposes of this Student Code of Conduct, disorderly conduct is defined to include, but is not limited to:

- Acts which breach the peace, are inappropriately loud, or are lewd, indecent, or obscene.

...

- Acts not in compliance with posted signage requesting specific behavior in designated areas (e.g., the library, study center, learning center, laboratory areas, gymnasium, recreation areas, cafeteria, and computer areas).

- Planning, directing or committing acts of hazing, defined as any activity which willfully or recklessly endangers the physical or mental health of an individual or group; or subjects an individual or group to ridicule or embarrassment; or unlawful activity for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization.

...

- Posting, affixing, or otherwise attaching written or printed messages or materials, e.g. posters, signs, handbills, brochures, or pamphlets, on surfaces including, but not limited to, doors, windows, buildings, sidewalks, and lawn areas (used, owned or leased by MATC), with the exception of designated posting areas where approved posting is expressly permitted.

...

- Engaging in activities, canvassing, or solicitation not authorized by the College

...

- Participating in discriminatory unlawful acts including, but not limited to, use of racial slurs, insults, use of aspersions, denial of legal use or admittance, or other verbal or physical conduct related to a person's race, religion, age, color, national origin, or handicap.

...

Definitions

...

“Harassment” means the use of aspersions, insults, or slurs, or other verbal or physical conduct which:

- a. has the purpose or effect of creating an intimidating hostile or offensive academic environment;

POLICIES

- b. has the purpose or effect of unreasonably interfering with an individual’s academic performance;
- c. otherwise adversely affects an individual’s well-being

...

“Sexual harassment” means unwelcome sexual advances — either physical or verbal — which are sexual in nature and uninvited, unwanted, and unreciprocal, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment is prohibited by law (Wis. SS 111.32).”

[Source Link](#)

Student Handbook

Rating: Green **Category:** Harassment policies **Last Updated:** 2019

Excerpt: “MATC adheres to all federal and state civil rights laws banning discrimination in public institutions of higher education. MATC will not discriminate against any student or applicant for admission, or employee on the basis of race, color, sex, pregnancy, political affiliation, source of income, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, family responsibilities, sexual orientation, gender, gender identity, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any complaint process on campus or within the Office for Civil Rights, Equal Employment Opportunity Commission or other human rights agencies.”

[Source Link](#)

Freedom of Speech and Expression

Rating: Green **Category:** Other **Last Updated:** November 5, 2018

Excerpt: “Milwaukee Area Technical College recognizes that experiencing a wide array of ideas, viewpoints, opinions and creative expression is an integral part of the education process. The rights of freedom of speech and expression are fundamental and essential to an individual’s intellectual and social development through debate and the sharing of ideas, which are the foundation of educational institutions.

The responsibility of the college to operate and maintain an effective and efficient institution of higher education requires the regulation of the time, place and manner of assembly, speech and other expressive activities on MATC property. In keeping with this responsibility, students, faculty and staff are free to exercise the rights to assemble and engage in expressive activity in a constitutionally protected manner, subject only to the content-neutral regulations necessary to fulfill the mission and obligations of the college, preserve the rights of others, coordinate multiple uses of limited space, assure preservation of the facilities and property, and assure financial accountability for any damage caused by these activities.”

[Source Link](#)

MORAINE PARK TECHNICAL COLLEGE

OVERVIEW

School Name: Moraine Park Technical College

Location: Fond du Lac, Beaver Dam,
and West Bend, WI

Website: <https://www.morainepark.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

(Note: not all policies are reasonably accessible)

POLICIES

Affirmative Action/Equal Opportunity Five Year Plan

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** July 2014

Excerpt: “Harassment by employees, students and non-employees, on the basis of race, color, sex, national origin, age, disability or other protected status is an illegal practice prohibited by MPTC.

...

Harassment based upon race, color, sex, national origin, age, or disability includes ethnic or racial slurs or other verbal and/or physical conduct relating to a person’s race, color, sex, national origin, age, or disabling condition which interferes with an individual’s work performance or creates an intimidating, hostile, or offensive environment.

...

Definitions

...

Harassment: Harassment by Moraine Park employees, students or nonemployees is a practice prohibited by law and by MPTC. Unwelcome sexual advances, requests for sexual favors, sexual violence and other verbal or physical conduct of a sexual nature constitutes sexual harassment.”

[Source Link](#)

Student Acceptable Use of College Computing Resources

Rating: **Red** **Category:** Internet usage policies **Last Updated:** NA

Excerpt: “**Unauthorized Use.** The following categories of use are inappropriate and prohibited:

1. **Use that Impedes, Interferes with, Impairs, or Otherwise Causes Harm to the Activities of Others.** Students must not deny or interfere with or attempt to deny or interfere with service

POLICIES

to other users in any way, including by “resource hogging,” misusing mailing lists, propagating “chain letters” or virus hoaxes, “spamming” (spreading Email or postings widely and without good purpose), or “bombing” (flooding an individual, group, or system with numerous or large Email messages). The distribution of unwanted and unauthorized Email, chain letters, or other unwanted messages is prohibited. Other behavior that may cause excessive network traffic or computing load such as peer-to-peer networking is also prohibited.

2. . . .

3. . . .

4. **Harassing or Threatening Use.** This includes, but is not limited to, using IT Systems to disparage or threaten others or in a manner considered to be harassing, discriminatory, menacing, obscene, defamatory, or in any way objectionable or offensive based on their race, religion, color, sex, sexual orientation, national origin, veteran status, disability, ancestry, or age.

Using the Internet, Email, telephone, Instant Messaging, video conferencing, fax, or other technologies to send, receive, solicit, print, copy, or reply to any text or images for the following purposes is strictly prohibited:

1. Spreading gossip rumors and innuendos about others; using foul, obscene, off-color, or adult-oriented language; sending sexually oriented messages or images; creating alarm, embarrassing the College, or negatively impacting or harming students;
2. Harassment or annoyance of others, whether through language, frequency or size of messages, or number and frequency of telephone calls; and
3. Communicating with any person who does not wish to receive it, or with whom you have no legitimate reason to communicate.

. . .

College Internet Filtering. The Information Technology Department utilizes software to prevent the viewing of content which the College considers objectionable.”

[Source Link](#)

Student Conduct Code

Rating: **Yellow** **Category:** Other **Last Updated:** NA

Excerpt: “Misconduct subject to disciplinary action includes, but is not limited to:

- Viewing or displaying pornographic images.
- Unethical, inappropriate, or illegal use of electronic communication.”

[Source Link](#)

POLICIES**Student Handbook**

Rating: **Yellow** **Category:** Multiple **Last Updated:** Unknown

Excerpt: “Moraine Park may make facilities available to external groups, organizations or individuals providing the facilities are available and the activities do not conflict with the mission of the College.

...

All postings for student bulletin boards must be submitted to the designated campus Student Life specialist for approval and posting. . . Outdated, inappropriate, offensive or illegal postings will be removed. No commercial advertising shall be permitted in district buildings or on district grounds or properties without prior approval. Political advertisements/promotions are in violation of Moraine Park’s procedure.

[Source Link](#)

MOUNT MARY UNIVERSITY

OVERVIEW

School Name: Mount Mary University

Location: Milwaukee, WI

Website: <https://www.mtmary.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Student Rights

Rating: **Yellow**

Category: Policies on tolerance, respect and civility

Last Updated: Unknown

Excerpt: “10. The right to examine and discuss all questions of interest to them and to express opinions both privately and publicly. It should be made clear, however, that the public expressions of students and student organizations represent their own opinions and not necessarily those of the University.

...

12. The right to establish and issue publications free of censorship or other pressure aimed at controlling editorial policy, with free selection and removal of editorial staffs reserved to the organization sponsoring these publications. In reserving these rights, students are expected to conform to the canons of responsible journalism and to be respectful of the Catholic tradition of the University.

13. The right to exercise their full rights as citizens of community, state and nation, provided they do not claim to represent the University.”

[Source Link](#)

Bulletin Boards and Posting

Rating: **Red**

Category: Posting policies

Last Updated: Unknown

Excerpt: “Students wishing to post flyers or other information on campus must seek approval from the Office of Student Engagement beforehand. All flyers will be posted on designated bulletin boards by staff working for the Office of Student Affairs. A maximum of 8 flyers will be approved. Flyers must have an original stamp to be posted. Copies will not be accepted. Flyers will only be approved, at most, one month in advance of the event. All flyers may not exceed 11” x 17.” Exceptions will be granted for some University sponsored events. Any postings not following these procedures will be immediately removed.”

[Source Link](#)

POLICIES

Discrimination and Harassment

Rating: Red **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “The University is committed to action that supports diversity and enables all members of the University community to build and enhance relationships in a safe environment. Mount Mary University is committed to providing and maintaining a healthy learning and working environment for all students, staff, and faculty members, free of harassment and of any kind against any person or group of individuals based on race, gender (including, but not limited to, identity, expression, and pregnant/parenting status), sexual orientation, age, national origin, religion, marital status, disability or other basis protected by law that applies to the University.

In accordance with Mount Mary’s values, its role as an educational institution, and local, state and federal laws, the University condemns any such form of harassment or discrimination in the University community. Any student found to have engaged in such conduct is subject to University disciplinary procedures and sanctions, up to and including suspension and/or expulsion. In addition, any student who violates any state, federal, or municipal law shall be subject to disciplinary action for said offense(s). The adjudication of such violations may proceed regardless and/or independently of any action taken by state, federal or municipal agencies.

Policy Definitions

Harassment is defined as any behavior (verbal, written, or physical) that abuses, assails, intimidates, demeans, victimizes or has the effect of creating a hostile environment for any person based on race, gender, sexual orientation, age, national origin, religion, marital status, disability or any other basis protected by federal, state or local law.

Discrimination is defined as a distinction made against a person based on race, gender, sexual orientation, age, national origin, religion, marital status, disability or any other basis protected by federal, state or local law.”

[Source Link](#)

Dress Code

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “While recognizing that personal tastes and styles may vary, Mount Mary University expects standards of dress that reflect the values of the University and are suitable to the academic environment at a Catholic institution of higher learning. Proper personal appearance will be expected for many students in their chosen professions, and students should begin practicing appropriate dress while in college. For example, shoes must be worn in all public areas and in the dining room; sleep/bedroom attire, including slippers, are not acceptable on the first floor of Caroline Hall or in the University dining rooms. Students should be aware that administration, faculty, or staff members might adopt additional standards for dress/appearance, particularly when students are representing the University in internship opportunities, at University-affiliated events, or on days when the University has special guests on campus.”

[Source Link](#)

POLICIES

Hazing

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “The term “hazing” as used in this handbook means 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 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 student or other person, or which subjects the student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation. Whoever knows that another person is or has been the victim of hazing, should report all relevant information to an appropriate law enforcement official or the Vice President for Student Affairs as soon as reasonably practical and to the extent that she can do so without danger to herself or others.”

[Source Link](#)

Information Technology and Responsible Computer Use

Rating: Red **Category:** Other **Last Updated:** Unknown

Excerpt: “In general, users should not compromise personal security or others’ privacy by engaging in any of the following:

...

- using the network in a harmful or harassing manner.

On-Line Conduct

Users are prohibited from posting on or transmitting through any on-line network any unlawful, harmful, threatening, abusive, harassing, defamatory, vulgar, obscene, profane, hateful, racially or ethnically demeaning or threatening material of any kind. Users are also prohibited from posting on or transmitting any material, which encourages conduct that would constitute a criminal offense, give rise to civil liability, or otherwise violate any applicable law or University policy. Communication under a false name or designation or a name or designation you are not authorized to use are also prohibited.”

[Source Link](#)

Protest and Petitions

Rating: Yellow **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “A student has the right to present a petition, to protest, or to circulate papers in their own name as an individual, but they may not pose as a representative of the University or as its spokesperson when presenting their views to the press.

Orderly and peaceful demonstrations on the campus are permitted. However, the University has the obligation to ensure the safety of individuals, the protection of property, and the continuity of the educational process. When picketing or other forms of peaceful protest take place outside University

POLICIES

buildings, the University insists on the right of free passage for all through the areas where members of the University community have a right to be. When such demonstrations take place inside University buildings, the University insists on orderliness, free passage to all rooms, lack of excessive noise, and no interference with classes, library, offices, assemblies, or normal administrative functions. Students participating in off-campus demonstrations will be subject to University discipline for reasons stated above as well as for the deliberate misrepresentation of the position of the University, outrageous abuse of the name of the University, or participation in demonstrations adjacent to the campus that disrupt University functions.”

[Source Link](#)

Residence Life: Decoration of Rooms and Doors

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Residents are encouraged to decorate their rooms in a manner that promotes individuality; however, safety and continued usability of the facilities must also be considered. The display of items deemed in poor taste or of stolen property (e.g. highway signs) is prohibited. If an item is deemed in poor taste or is considered offensive to others, the resident may be asked to remove the item. No more than 50% of the wall space and door space should be covered with burnable materials (posters, cloth, etc.)”

[Source Link](#)

Residence Life: Noise/Quiet Hours

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Reasonable quiet must be observed at all times. The right to sleep and study supersedes all other activities. Quiet means that the residents and visitors must ensure that their noise level does not disturb any other resident. Each person shall have the responsibility of maintaining quiet within the hall. Residents are expected to ask other residents to adjust the volume of noise if it is bothersome. In return, residents are also expected to respect the request made by another resident by adjusting the volume accordingly.

During finals week each semester, 24-hour quiet hours will be in effect. During this time, no noise should be heard outside a resident’s room and talking in the hallways should be kept to a whisper. Residents will refrain from using carts and vacuum cleaners past 9:00 p.m.”

[Source Link](#)

Residence Life: Posting Policy

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “No postings should be hung in stairwells, elevators, on stairwell doors or bulletin boards; these areas are for hall staff and Caroline Hall Council postings only. Any unauthorized postings or postings located anywhere other than the designated areas will be removed and discarded by hall staff. All postings

POLICIES

for the residence hall must be approved by the Office of Residence Life prior to being posted.

Materials intended for posting in the residence hall must not indicate that alcoholic beverages will be provided or include an alcohol company's name, logo, or slogan or mention any alcoholic beverage's brand name or generic name or include offensive or sexually suggestive language, pictures, graphics, or drawings.

[Source Link](#)

Residence Life: Suicide Ideation, Threats, and Attempts

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: "Each student assumes rights and responsibilities compatible with the Christian educational mission of Mount Mary University and the building of this community of scholars. In particular, resident students have special rights and responsibilities within the community of Caroline Hall, the Lorenz House, and Mary John Place. The University promotes the well-being of all students, including the mental health of all resident students.

Threats of suicide are defined as statements about or activity that inflicts serious physical harm to self, such as overdose of pills, wrist incisions, attempts to jump from heights, a preoccupation with or repeated jokes about suicide, etc. Any threats of suicide will be taken seriously and will be referred to professional staff.

After a first threat of suicide, the resident may be readmitted to University housing only after the following guidelines have been discussed; a second threat of suicide by a resident may result in dismissal from campus living."

[Source Link](#)

Sales and Solicitation

Rating: Red **Category:** Other **Last Updated:** Unknown

Excerpt: "Unauthorized selling and/or collecting is not allowed on campus. Generally, sales are limited to the bookstore and the cafeteria. This includes sales promotion through electronic mail. Solicitation using University buildings, equipment, services or grounds is prohibited without the expressed written and approval from the Director of Student Engagement. No student is to permit their residence to be used for any commercial purpose."

[Source Link](#)

Sexual Harassment, Violence, and Other Misconduct

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: "Mount Mary University ("University") promotes an atmosphere of care and respect grounded in the University's core values, Christian principles, and mission to develop the whole person. As such, the University has a zero tolerance policy for sexual harassment, violence, and other misconduct. All

POLICIES

members and guests of the Mount Mary community are required to conduct themselves in a manner that is respectful of others and does not infringe upon the rights of others or negatively adversely impact the academic environment, whether based on sex or otherwise.”

[Source Link](#)

Student Conduct Code

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Every student is entitled to freedom of action and expression and is due respect of their personal dignity and property. In turn, each student is responsible for maintaining standards of behavior that do not interfere with the rights of others or the effective functioning of the University.

...

1. Any student found to have committed or to have attempted to commit the following misconduct is subject to the disciplinary sanctions:

...

- b. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other University activities, including its public service functions on or off campus, or of other authorized non-University activities when the conduct occurs on University premises.

- c. Physical abuse, verbal abuse, threats, intimidation, harassment, coercion, and/or other conduct which threatens or endangers the health or safety of any person

...

- e. Hazing defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization. The express or implied consent of the victim will not be a defense. Apathy and acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.

...

- m. Participating in an on-campus or off-campus demonstration, riot or activity that disrupts the normal operations of the University and/or infringes on the rights of other members of the University community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.

...

- o. Conduct that is disorderly, lewd, or indecent; breach of peace; or aiding, abetting, or procuring another person to breach the peace on University premises or at functions sponsored by, or participated in by, the University or members of the academic community. Disorderly Conduct any unauthorized use of electronic or other devices to make an audio or video record of any person while on University premises without their prior knowledge or without their effective consent when such a recording is likely to cause injury or distress.

- p. Sexual harassment, assault, or other related misconduct.

- q. Theft or other abuse of computer facilities and resources, including but not limited to: i. Unauthorized entry into a file, to use, read, or change the contents, or for any other purpose. ii. Unauthorized transfer of a file. iii. Use of another individual’s identification and/or password. iv.

POLICIES

Use of computing facilities and resources to interfere with the work of another student, faculty member or University Official. v. Use of computing facilities and resources to send obscene or abusive messages. vi. Use of computing facilities and resources to interfere with normal operation of the University computing system. vii. Use of computing facilities and resources in violation of copyright laws. viii. Any violation of the University Computer Systems and Data Networks Policy.

...

- s. Any other violation of policies or expectations set forth through Mount Mary University or a University representative, whether in writing or provided verbally.”

[Source Link](#)

Facility Rental Policies

Rating: **Yellow** **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “Process for Facility Rentals: 1. The user shall complete a “Rental Inquiry” form in SpaceFinder (Mount Mary’s online reservation system). Full link to the site: <https://scheduling.mtmary.edu/SpaceFinder/> 2. The inquiry form will be reviewed to determine if the event can and should be held at Mount Mary University. If additional security is needed, approval must be obtained from the Director of Public Safety.”

[Source Link](#)

Facility Rental Policies

Rating: **Yellow** **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “University facilities are provided for the primary purpose of academic activities and activities consistent with University’s mission. Applicants who intend the use the facilities for other purposes will be evaluated on an individual basis. University reserves the right to refuse usage for any reason, at the sole discretion of University. Reasons for refusal may include, but are not limited to, scheduling conflicts, unsuitability of facility requested, potential property damage, concerns regarding security or public safety, and lack of fit with University mission and values. Moreover, University has the right to exclude any person from the campus whom University has concluded, at its sole discretion, has violated any of these terms and conditions- -before, during or after any activity.

...

Excessively loud events, intentionally propelling balls into the street or into the yards of neighbors, argumentative behavior, use of profanity, sexual or any other form of harassment, discrimination, or other behavior that, in the judgment of University personnel, does not meet these requirements may result in the refusal to approve a usage agreement, cancellation of further use of University facilities by User, or immediate cessation of activity in progress. Should any of these censure measures be necessary, User is not entitled to a refund of payments.

...

Other prohibited activities at University include but are not limited to: camping, cooking, picnicking, burning or removing wood, animal training, sport shooting, golfing, and participating in other unauthorized organized sports. Demonstrations or rallies of any kind are not allowed unless specifically

POLICIES

authorized in writing by University and are in support of its mission. Smoking is prohibited in all buildings and is only allowed in designated outdoor smoking areas.

...

User is entitled to advertise the event, provided that all advertising is approved by University before it is sent out to the media or the general public. Copies of advertisements and/or brochures must be submitted to University personnel in charge of facilities for approval at least ten (10) business days before said items are printed or promulgated. University logo may be used only with advance permission. Any plans to post signage on University property in promotion of the User's event, must receive advanced approval from the University."

[Source Link](#)

Harassment Policy

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** February 2015

Excerpt: "Unwelcome conduct, comments, touching, teasing, joking, intimidation, sexual advances, requests for sexual favors, or other verbal, visual or physical conduct of a sexual nature constitute harassment when (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic evaluation or employment; (b) submission to or rejection of such conduct by an individual is used as the basis for academic evaluation or employment decisions affecting such individual; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive working or academic environment. Sexual harassment may include the following: explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented kidding or teasing, practical jokes, jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact such as patting, pinching, brushing up against, hugging, cornering, kissing, fondling, or any other similar contact."

[Source Link](#)

Student-Athlete Handbook: Social Media

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: "Playing and competing for the Mount Mary University is a privilege. Student-athletes at Mount Mary University are held in the highest regard and are seen as role models in the community. As leaders you have the responsibility to portray your team, the University and yourselves in a positive manner at all times.

S-As should be aware that third parties – **including the media, faculty, future employers and NCAA officials** – can easily access your social media profiles (e.g. Facebook, Twitter, Snapchat, Instagram, etc.) and view all personal information. This includes **all pictures, videos, comments and posts**. Inappropriate material found by third parties influences the perception of the student-athlete, the Athletic Department and the University. This can also be detrimental to S-As' future employment options.

Examples of inappropriate and offensive behaviors concerning participation in online communities may

POLICIES

include depictions or presentations of the following:

- o Photos, videos, comments or posters showing the personal use of alcohol, drugs and tobacco (e.g., holding cups, cans, shot glasses).
- o Photos, videos, and comments that are sexual in nature. This includes links to websites of pornographic nature and other inappropriate material.
- o Pictures, videos, comments or posters that condone drug-related activity. This includes but is not limited to images that portray the personal use of marijuana and drug paraphernalia.
- o Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (e.g., derogatory comments regarding another institution; taunting comments aimed at an S-A, coach or team at another institution and derogatory comments against race and/or gender). No posts should depict or encourage unacceptable, violent or illegal activities (e.g., hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, illegal drug use).
- o Content online that would constitute a violation of NCAA rules (e.g., commenting publicly about a prospective S-A, providing information related to sports wagering activities; soliciting impermissible extra benefits).
- o Information that is sensitive or personal in nature or is proprietary to the Mount Mary University Athletic Department or the University, which is not public information (e.g., tentative or future team schedules, S-A injuries and eligibility status, travel plans/itineraries or information).
- o Pictures taken of S-As wearing Athletic Department apparel while engaging in inappropriate or offensive behaviors are subject to penalty.”

[Source Link](#)

Travel Policies

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “Team Travel Violations

- Violations of team policies (as set forth by the Head Coach prior to the season starting) will result in penalizations depending on severity, circumstance, precedence, and environment in which violation occurred.
- Violations that may occur that might not be outlined in the Student Handbook or Code of Conduct may include:
 - Not accompanying the team while traveling to and from all team-related activities, without receiving approval to do so ahead of time from the Head Coach
 - Unruly behavior or poor representation of the team and the University while staying at a hotel or at any venue during trip
 - Accepting visitors (friends or family) who may be in the area your team is traveling to without prior approval from the Head Coach
 - Possessing any drugs or alcohol (or other illegal paraphernalia) while in hotel room”

[Source Link](#)

MILWAUKEE SCHOOL OF ENGINEERING

OVERVIEW

School Name: Milwaukee School Of Engineering

Location: Milwaukee, WI

Website: <https://www.msOE.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Student Conduct Code

Rating: **Red**

Category: Policies on tolerance, respect and civility

Last Updated: April 9, 2019

Excerpt: “The University does not tolerate any lack of respect for others regarding race, creed, sexual orientation, veteran’s status, nationality, disability, gender identity or lack of identified gender.

...

Students are not to exhibit behavior that threatens, harasses, abuses, intimidates, harms or endangers any person, or that affronts or invades the privacy of another person. Nor are students to conduct themselves in a lewd, indecent or disorderly manner.

...

The term “university official” is here meant to include any member of the MSOE faculty or administrative staff, and any resident life staff member in the residence halls. Threatening, harassing, abusing, physically attacking, assaulting or intentionally inflicting bodily harm on such an official is subject to the maximum sanctions authorized by this code.

...

Unauthorized or unlawful use of university telephones, computers or computer systems; unauthorized canvassing or solicitation; . . . or the production of sound through amplification or other means that unreasonably disturbs the peace of others is prohibited on the premises or properties owned or controlled by the university.

...

Written material (e.g. posters, signs, handouts, brochures, handbills and pamphlets) shall not be posted, affixed or attached on university property or premises, including but not limited to trees, shrubbery, lands and buildings. These materials may be posted on any bulletin board in university buildings designated “student activities,” following approval by the Student Life Office.

...

Students have the right, accorded to all persons by the Constitution, to freedom of speech, peaceable assembly, petition and association. Students and student organizations may examine and discuss all questions of interest to them, and express opinions publicly as well as privately. They may support

POLICIES

causes by lawful means that do not disrupt the operation of the university, or organizations accorded use of university facilities. Any person who interferes with the academic or operational functions of the university will be asked to cease and desist.”

[Source Link](#)

Sexual Misconduct Policy

Rating: Green **Category:** Harassment policies **Last Updated:** August 15, 2017

Excerpt: “Sexual Harassment Is:

- Unwelcome, gender-based verbal or physical conduct that is,
- Sufficiently severe, pervasive and objectively offensive that it,
- Unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the University’s educational program and/or activities, and is
- At least one of the three possible types of sexual harassment, including hostile environment harassment, quid pro quo sexual harassment, or retaliatory harassment.

The determination of whether an environment is “hostile” must be based on a large number of circumstances, including (i) the frequency of the conduct,(ii) the nature and severity of the conduct,(iii) whether the conduct was physically threatening, (iv) whether the conduct was humiliating, (v) the effect of the conduct on the alleged victim’s mental or emotional state, (vi) whether the conduct was directed at more than one person,(vii) whether the conduct unreasonably interfered with the alleged victim’s educational or work performance, (viii) whether the statement is a mere utterance of an epithet which engenders offense in an employee or student, or offends by mere discourtesy or rudeness, (ix) whether the speech or conduct deserves the protections of academic freedom or the First Amendment.”

[Source Link](#)

Alcohol Beverages and Consumption

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “All promotional materials associated with events sponsored by student organizations, clubs or other student groups must be approved by the Student Life Office. Publicity and promotion of events at which alcoholic beverages are available may not encourage any form of alcohol abuse or emphasize quantity, frequency or duration of use. An alternative beverage (other than or in addition to water) must be made available at all events at which alcohol is dispensed, and its availability must be prominently stated as part of all promotional materials.”

[Source Link](#)

POLICIES

Harassment Policy**Rating:** Red **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “MSOE intends to provide an environment free from all forms of harassment or intimidation based on age, race, gender, creed, color, disability, marital status, veteran’s status, national origin, ancestry or sexual orientation. Harassment may occur whenever unwelcome conduct, comments, teasing, joking or intimidation derived from any of these bases interferes with work or study or creates an intimidating, hostile or offensive environment.

Unwelcome sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature also are serious violations of this policy and are prohibited.

...

We are aware that conduct, comments or behavior that might be offensive to some individuals might be considered inoffensive by others. Because of this, it is sometimes difficult for administrators, managers or supervisors to learn of and take effective action to halt harassment unless the affected individual alerts an administrator, manager or supervisor both to the occurrence and the fact that the conduct in question is offensive or unwanted.”

[Source Link](#)

Religious Activities Policy**Rating:** Red **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “MSOE encourages spiritual exploration and moral and ethical formation as desirable components of students’ personal growth and development. On the other hand, the university asserts every individual’s right to make spiritual choices freely, and to form religious associations without coercion or constraint. At minimum, certainly, MSOE must insist as an academic institution that all members of the campus community – students, faculty and staff – be able to pursue their educational and professional objectives without harassment or undue distraction.

No matter how worthy the cause or idealistic the motive, evangelizing efforts and/or “spiritual recruitment” activities that are uninvited, and that are aggressive and persistent to a degree that is unacceptable and unwelcome, cannot be condoned. Moreover, no individual or organization, either internal or external to the university, may carry on activities on campus with the specific purpose to “proselytize” – that is, to make converts of – members of the campus community to a specific church or religious affiliation.”

[Source Link](#)

Sales and Private Business Policy**Rating:** Red **Category:** Other **Last Updated:** Unknown

Excerpt: “No form of selling, soliciting or private business is permitted on campus without specific prior written authorization by a Student Life Office professional staff member. Submit requests to the Student

POLICIES

Life Office. Student organizations or outside groups must obtain an ‘authorization pass’ that must be clearly displayed on their tables and/or carried with them when not at a specific location. Failure to do so will result in the group being asked to vacate the area or cease their actions.

...

Solicitation for individual, business or corporate sponsorship or donation for any university sanctioned event or activity by any student organization or project group must be reviewed and approved by the vice president of development prior to contact with a potential donor, underwriter or sponsor. Sponsorships/donations include, but are not limited to: requests for money, building materials, hardware or software, gift certificates, food donations and raffle prizes, etc.

All requests must be approved by the organization’s advisor and submitted in writing to the vice president of development in a timely fashion to ensure appropriate review

Written requests should include:

- Student name(s) and contact information.
- Advisor name(s) and contact information.
- Organization/class for which solicitation is being conducted.
- Organization(s) to which the proceeds will benefit.
- Businesses/company names who will be solicited and explanation of what will be requested of them.
- Timeline of project/solicitation.”

[Source Link](#)

Space and Room Reservation Policy

Rating: Red **Category:** Other **Last Updated:** Unknown

Excerpt: “Campus-wide room reservations follow an expanded policy adopted by the university in February 2002. For a copy of the full policy, contact the Student Life Office.”

[Source Link](#)

Statement on Acquired Immune Deficiency (Aids)

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Emotional and/or physical harassment of individuals suspected of being infected is not acceptable behavior at MSOE, and will be dealt with accordingly.”

[Source Link](#)

POLICIES

Residence Life Student Handbook: Community Respect Guidelines

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** September 1, 2019

Excerpt: “Out of respect for all individuals or visitors of the residence halls, offensive items such as, but not limited to, racial or prejudice propaganda/symbols, nudity of either gender, or any other items/ décor should not be displayed within the residence halls. Failure to abide by these guidelines will result in appropriate disciplinary action.”

[Source Link](#)

Residence Life Student Handbook: Quiet Hours

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** September 1, 2019

Excerpt: “Quiet hours are established to provide residents with privacy and quiet that they need and desire for study and sleep without disturbance. In general, during quiet hours, the sound of stereos, televisions, etc. must be turned down so as not to be heard in hallways or other rooms. Quiet hours are 11:00PM-7AM and in effect for all floors Sunday through Thursday. Courtesy hours are in effect on Friday and Saturday. During finals week all floors have 23-hour quiet hours imposed.”

[Source Link](#)

Residence Life Student Handbook: Prohibited in Rooms

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** September 1, 2019

Excerpt: “In Residence Life, we strive for a healthy and safe community for all residents. Therefore, there are some items that are prohibited in the Residence Halls. Those items are as follows:

...

- Inappropriate materials displayed facing out of window or room”

[Source Link](#)

Acceptable Use Policy

Rating: Red **Category:** Internet usage policies **Last Updated:** July 6, 2016

Excerpt:

6. MSOE systems must not be used for the creation, transmission, or deliberate reception of any images, data, or other material that is designed or likely to cause offence or needless anxiety, or is abusive, sexist, racist, defamatory, obscene, or indecent. When communicating electronically, users are expected to conduct themselves in an honest, courteous, and professional manner.
7. Users may not use MSOE’s IT facilities for commercial activities. This includes, but is not limited to, advertising or running any sort of private business.

POLICIES

...

12. When sending emails to a distribution list: • Do not send or forward email to any large group of users unless there is a genuine reason for them to read it. • Do not advertise by email.

...

14. Email will not be used for intentional receipt and/or distribution of offensive, obscene, or pornographic material.

...

- If users receive an email containing sexually or racially abusive or discriminatory phrases or material, again they should seek advice from their manager. • No users are permitted to distribute email that contains offensive material. Offensive material is defined by MSOE's Equal Opportunity and Harassment Policies and includes hostile text or images relating to gender, ethnicity, race, sex, sexual orientation, religious or political convictions and disability. This list is not exhaustive. Other than instances which demand criminal prosecution, MSOE is the final arbiter on what is or is not offensive material, or what is or is not permissible use of email.

...

22. Access to the Internet is primarily provided for work-related and academic purposes. Reasonable personal use is permitted provided this does not interfere with the performance of duties or adversely affect system performance. MSOE has the final decision on what constitutes excessive use.

...

- No user may access, display, or download from internet sites that hold offensive material.”

[Source Link](#)

NICOLET AREA TECHNICAL COLLEGE

OVERVIEW

School Name: Nicolet Area Technical College

Location: Rhinelander, WI

Website: <https://www.nicoletcollege.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Administrative Policy 1.06 Student Code of Conduct – Abuse of College Technology

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** December 2017

Excerpt: “Abuse of College Technology: Misuse of College computing facilities, equipment, network, passwords, accounts, or information. Students who connect their personal computers (or other technologies) to the campus network will be held responsible for any violation of this policy that originates from that device. Examples of misuse include:

...

6. Sending, displaying, printing, or storing obscene, pornographic, fraudulent, harassing, threatening, racist, or discriminatory images, files, or messages through the College’s network...”

[Source Link](#)

Administrative Policy 1.06 Student Code of Conduct – Sexual Harassment Definition

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** December 2017

Excerpt: “Sexual Harassment is:

- unwelcome, gender-based verbal or physical conduct that is,
- sufficiently severe, persistent or pervasive that it,
- unreasonably interferes with, denies or limits someone’s ability to participate in or benefit from the College’s educational program and/or activities, and is
- based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.”

[Source Link](#)

POLICIES**Administrative Policy 1.06 Student Code of Conduct – Other Misconduct Offenses****Rating:** Green **Category:** Harassment policies **Last Updated:** December 2017**Excerpt:** “Other Misconduct Offenses (Will Fall Under Title IX When Sex Or Gender-Based)”

1. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
2. Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender;
3. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
4. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the College community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity;
5. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the 1st Amendment).
6. Violence between those in an intimate relationship to each other;
7. Stalking, defined as repetitive and/or menacing pursuit, following, harassment and/or interference with the peace and/or safety of a member of the community; or the safety of any of the immediate family of members of the community.”

[Source Link](#)

**Administrative Policy 3.07 Title IX and Violence Against Women Act/
Clery Compliance – Harassment Policy****Rating:** Yellow **Category:** Harassment policies **Last Updated:** October 2017**Excerpt:** “Harassment (Including Sexual Harassment)”

Harassment and sexual harassment are defined in the College’s Anti-Harassment Nondiscrimination Policy BP 4.02. Sexual harassment includes, but is not limited to:

- unwelcome sexual advances or requests for sexual favors;
- unwelcome verbal or physical conduct of a sexual nature;”

[Source Link](#)

POLICIES

Administrative Policy 7.01 Acceptable Use Of Computers and Electronic Media**Rating:** Red **Category:** Computer usage policy **Last Updated:** October 2017**Excerpt:** "Inappropriate Use of Computers and Electronic Media

Individuals using Nicolet computers and electronic media are prohibited from accessing/retrieving, saving, viewing, printing, disseminating, or displaying information including, but not limited to:

- Discriminating, harassing, insulting, or attacking others based on race, national origin, sex, sexual orientation, age, religion, disability, or any other legally protected status.
- Derogatory, demeaning, or offensive comments to or about any individual or group.
- Defamatory or threatening comments to or about any individual or group.
- Obscene, sexually oriented, pornographic, offensive, lewd materials, comments, or jokes. Any child pornography is a violation of law and will be reported to the appropriate authorities.
- Interference with computer or electronic media use or operations.
- Accessing or using College data that is available but not relevant to one's current position, or manipulating College data for personal reasons.
- Conducting or participating in solicitations or promotions related to commercial ventures, religious or political causes, or solicitations or promotions other than those specifically approved by the President or a Vice President.
- Theft, accessing, copying, or saving electronic files without permission.
- Downloading, saving, or sharing music, videos, pictures, etc.
- Sending chain letters.
- Engaging in communications for any purpose contrary to College policy or interests or communicating on behalf of the College without consent.
- Use of another person's password.
- Use which incurs any unauthorized expense to College.

The list above is intended to provide examples of communications or activities which are contrary to this policy and purposes. This list is not meant to be all-inclusive and may be modified at any time."

[Source Link](#)

Administrative Policy 8.03 Bulletin Board Posting**Rating:** Green **Category:** Posting policies **Last Updated:** August 2012**Excerpt:** "The College has two types of bulletin boards: Public and College.

On public bulletin boards, all items should be dated, and will be removed monthly. If the item is for an event, it will be removed after one month or immediately after the event has occurred. The College

POLICIES

reserves the right to remove items from public bulletin boards.

College bulletin boards are located in each building and are used to communicate official government and College information. Examples may include information on:

- Equal employment opportunity, wage and hour, health and safety, and other issues;
- College policies;
- College business announcements such as job postings benefit programs, and events.

Informational items may only be posted on public bulletin boards. Items affixed to other surfaces (woodwork, windows, doors, etc.) will be removed daily, with the exception of office areas.”

[Source Link](#)

Board Policy 4.02 Anti-Harassment and Nondiscrimination

Rating: Red **Category:** Harassment policies **Last Updated:** October 2018

Excerpt: “Examples of the types of conduct expressly prohibited by this policy include, but are not limited to, the following:

- Unwanted or offensive comments, slurs, jokes, letters, poems, or e-mail or voice-mail messages regarding race, color, religion, sex, national origin, age, disability, or any other legally protected status.
- Foul or obscene language.
- Sexually oriented or explicit remarks, including written or oral references to sexual conduct, gossip regarding one’s sex life, body, sexual activities, deficiencies, or prowess.
- Questions about one’s sex life or experiences.
- Repeated unwelcome sexual flirtations or repeated unwelcome requests for dates.
- Suggestive or sexually explicit posters, calendars, photographs, graffiti, or cartoons.
- Inappropriate touching, such as rubbing or massaging someone’s neck or shoulders, stroking someone’s hair, brushing against another’s body, grabbing, groping, kissing, or fondling.
- Leering, staring, stalking.
- Sexual favors in return for employment rewards, or threats if sexual favors are not provided.
- Sexual violence including rape, assault, battery, and coercion.”

[Source Link](#)

NORTHCENTRAL TECHNICAL COLLEGE

OVERVIEW

School Name: Northcentral Technical College

Location: Wausau, WI

Website: <https://www.ntc.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Student Code of Conduct – General Expectation

Rating: **Yellow**

Category: Internet usage policies

Last Updated: Unknown

Excerpt: “The Student Code of Conduct may be applied to behavior conducted online, via email or other electronic medium. Students should also be aware that online postings such as blogs, web postings, chats and social networking sites are in the public sphere and are not private. These postings can subject a student to allegations of conduct violations if evidence of policy violations is posted online. Northcentral Technical College does not regularly search for this information but may take action if and when such information is brought to the attention of Northcentral Technical College staff. However, most online speech by students not involving Northcentral Technical College networks or technology will be protected as free expression and not subject to this Code, with two notable exceptions:

A true threat, defined as “a threat a reasonable person would interpret as a serious expression of intent to inflict bodily harm upon specific individuals”.

Speech posted online about the Northcentral Technical College or its community members that causes a significant on-campus disruption.”

[Source Link](#)

Student Code of Conduct – Harassment Definition

Rating: **Yellow**

Category: Harassment policies

Last Updated: Unknown

Excerpt: “Discrimination: Any act or failure to act that is based upon an individual or group’s actual or perceived status (sex, gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, or sexual orientation, or other protected status) that is sufficiently severe that it limits or denies the ability to participate in or benefit from the Northcentral Technical College’s educational program or activities.

[Unwelcome] Harassment: Any unwelcome conduct based on actual or perceived status including: sex,

POLICIES

gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion, sexual orientation or other protected status. Any unwelcome conduct should be reported to campus officials, who will act to remedy and resolve reported incidents on behalf of the victim and community.

a) Hostile Environment. Sanctions can and will be imposed for the creation of a hostile environment only when [unwelcome] harassment is sufficiently severe, pervasive (or persistent) and objectively offensive that it unreasonably interferes with, limits or denies the ability to participate in or benefit from Northcentral Technical College's educational or employment program or activities."

[Source Link](#)

Computer Use Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: "Impermissible Use

- Harassment
- Libel or slander
- Fraud or misrepresentation
- Destruction of or damage to equipment, software or data belonging to the College or others
- Disruption or unauthorized monitoring of electronic communications
- Unauthorized copying or transmission of copyright-protected material
- Use of the College's trademarks, logos, insignia or copyrights without prior approval
- Violation of computer system security
- Unauthorized use of computer accounts, access codes (including passwords) or network identification numbers (including email addresses) assigned to others
- Use of computer communications facilities in ways that unnecessarily impede the computing activities of others (such as randomly initiating interactive electronic communications or email exchanges, overuse of interactive network utilities and so forth)
- Development or use of unapproved mailing lists
- Use of computing facilities for private business purposes unrelated to the mission of the College or to College life
- Academic dishonesty
- Student Code of Conduct violations
- Violation of software license agreements
- Violation of network usage policies and regulations

POLICIES

- Violation of privacy
- Displaying or sending obscene, pornographic, sexually explicit or offensive material
- Displaying or sending material that is contrary to the mission or values of the College
- Intentional or negligent distribution of computer viruses
- Overuse of connect time, information storage space, printing facilities, processing capacity or network services
- Use of sounds and visuals which might be disruptive or offensive to others
- Unauthorized use of departmental or individual computing resources”

[Source Link](#)

Public Assembly Policy

Rating: Red **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “Picketing, displaying signs in an orderly manner, or mass distribution of literature within the public assembly area is permitted with the appropriate request to reserve (see #2 above). Literature, petitions and requests for registrations may be distributed in the public assembly area only. Posting materials on walls, windows, doors, sidewalks, trees, light poles, automobiles, or any other areas outside of the public assembly area will not be allowed.”

[Source Link](#)

Public Assembly Policy

Rating: Yellow **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “NTC will not permit the display of signs or mass distribution of literature with offensive content that is likely to or intended to violate the rights of others, endanger the health or safety of others, or interfere with or disrupt normal functioning of NTC operations. NTC will not permit solicitation of petitions, usage of excessive noise, or other attempts to protest, demonstrate, or engage in other types of activities intending to convey a message to an audience of people on College grounds outside the public assembly area. The use of sound amplification equipment within public assembly areas must be approved in advance, and noise volume levels may not disturb or disrupt College activities or business. Volume may be restricted, if necessary, in order to keep from interfering with orderly conduct of programs taking place at nearby facilities or grounds.”

[Source Link](#)

NORTHLAND COLLEGE

OVERVIEW

School Name: Northland College

Location: Ashland, WI

Website: <https://www.northland.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Code of Student Conduct

Rating: **Red** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “The Code of Student Conduct applies to behaviors that take place on the campus, at Northland College-sponsored events and may also apply off-campus when the dean of students or designee determines that the off-campus conduct affects a substantial Northland College interest. A substantial Northland College interest is defined to include:

- Any situation where it appears that the student’s conduct may present a danger or threat to the health or safety of him/herself or others; and/or
- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational mission and/or interests of Northland College;

The Code of Student Conduct may be applied to behavior conducted online, via email or other electronic medium. . . .

The Code of Student Conduct applies to guests of college community members whose hosts may be held accountable for the misconduct of their guests. The code may also be applied to resident non-students, campers and high school bridge/extension/partner/dual-credit and continuing education programs. . . .

Northland College considers the behavior described in the following sub-sections as inappropriate for the Northland College community and in opposition to the core values set forth in this document. . . .

20. Harassment

Any unwelcome conduct based on actual or perceived status. Any unwelcome conduct should be reported to campus officials, who will act to remedy and resolve reported incidents on behalf of those who have been victimized and the college community.

- *Hostile Environment:* Sanctions can and will be imposed for the creation of a hostile environment when harassment is sufficiently serious that it unreasonably interferes with, limits or denies the

POLICIES

ability to participate in or benefit from Northland College's educational or employment program or activities.

21. Retaliatory Discrimination or Harassment

Any intentional, adverse action taken by a responding individual or allied third party, against a participant or supporter of a participant in a civil rights grievance proceeding or other protected activity under this code."

[Source Link](#)

Gender-Based Misconduct Policy

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: "OTHER MISCONDUCT OFFENSES (WILL FALL UNDER TITLE IX WHEN SEX OR GENDER-BASED)

1. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
2. Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender;
3. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
4. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the Northland community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the Code of Student Conduct);
5. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the 1st Amendment).
- ...
7. Stalking, defined as repetitive and/or menacing pursuit, following, harassment and/or interference with the peace and/or safety of a member of the community; or the safety of any of the immediate family of members of the community."

[Source Link](#)

Alcohol Beverage Policy

Rating: **Yellow** **Category:** Other **Last Updated:** Unknown

Excerpt: "On-campus advertisement of on-campus or off-campus events at which alcoholic beverages are to be served should not promote excessive drinking. Signs that do so shall be removed."

[Source Link](#)

POLICIES

Preferred First Name Policy**Rating:** Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “Northland College recognizes that some of its students use first names other than one’s legal first name to identify themselves. Because of this, the College allows students to use a first name different than one’s legal first name on certain college records.

Northland College reserves the right to remove a preferred first name if it contains inappropriate or offensive language or if the name is being used inappropriately (such as for legal misrepresentation). Any review would be conducted by Student Affairs.”

[Source Link](#)

Student-Athlete Handbook & Resource Guide: Mission, Values, & Philosophy**Rating:** Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “In addition, all Northland student-athletes are expected to conduct themselves with the same level of sportsmanship and respect regardless of whether they are participating as a member of an athletic team or as a spectator. Student-athletes are expected to comply with the following tenets applicable to spectators:

Be Loud, Be Proud, and Be Positive!

Cheer for your team’s student-athletes, but do not cheer against student-athletes from opposing teams.

Refrain from using profane language and shouting negative comments towards student-athletes and game officials.

Treat visiting fans and student-athletes the way you would like to be treated when visiting other institutions.”

[Source Link](#)

Student-Athlete Handbook & Resource Guide: Student-Athlete Conduct**Rating:** Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Northland College community standards include promoting healthy, safe and balance lifestyles. Student organizations and athletic teams can play a vital role in this process, and can provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is antithetical to these goals; therefore, the College prohibits hazing activities whether by an individual or an organization.

1. **Definition:** For purposes of this policy, hazing is defined as any act committed by a person, whether individually or in a concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with Northland College; and which is intended to have the effect of,

POLICIES

or should reasonably be expected to have the effect of, humiliating, intimidating, or demeaning the student or endangering the mental or physical health of the student. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts. The College will use a “reasonable person” standard when evaluating such conduct and its potential effects.

2. **Consent:** Because of the socially coercive nature of hazing, implied or expressed consent to hazing is not a defense under this policy.
3. **Retaliation:** Retaliating against a person who has in good faith filed, supported, or participated in an investigation of a complaint of hazing as defined above, is prohibited. Retaliation includes but is not limited to ostracizing the person, pressuring the person to drop or not support the complaint, or provide false or misleading information, or otherwise engaging in conduct that may reasonably be perceived to affect adversely that person’s educational, living, or work environment. Depending upon the circumstances, retaliation may also be unlawful, whether or not the complaint is ultimately found to have merit.”

[Source Link](#)

Computer User Agreement

Rating: **Red** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Privacy

Database and other computerized information that is either on administrative computers or those of faculty or students is private and must only be accessed or disseminated by or with the permission of the owner or person in charge. Any other accessing, dissemination or tampering is illegal or unethical. Network resources, electronic mail, bulletin board software and all other computing resources are included in this category; inappropriate, rude, malicious, or harassing language or activities are also precluded.

...

I agree not to place any software on any College owned computer that infringes on the rights of another person, is abusive, profane, or sexually offensive according to community and/or accepted standards. This includes but is not restricted to pirated software, destructive software (i.e., viruses), pornographic material or libelous, threatening statements directed toward individuals or racially or religiously offensive messages.

...

WiscNet’s purpose is to advance education, research, economic development, and public services by enabling the exchange of information among its constituencies. The network uses high-speed digital communication to help members and clients gain access to scientific, educational, and other resources.

...

Using the network in a harmful or harassing manner is unacceptable.

The above statements of policy are not meant to be exhaustive. The WiscNet Board of Directors is the final authority on questions of acceptable use of the network. Until an issue is resolved, questionable use should be considered unacceptable.”

[Source Link](#)

POLICIES

Roommate Bill of Rights

Rating: **Red** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Each resident has a responsibility toward his/her roommate. Resident’s enjoyment of life in the residence hall will depend, to a large extent, on the thoughtful consideration that each resident demonstrates toward each other.

Basic rights of a roommate include:

The right to be free from fear of intimidation, physical and/or emotional harm.

...

The right to be free from pressure or ridicule regarding lifestyle choice.”

[Source Link](#)

Resident Behavior

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “The primary responsibility for behavior rests with the individual resident. Consideration and tolerance of others is a minimum requirement in on-campus housing settings.

...

It is often difficult to define an appropriate noise level. HRAs and RAs work to maintain an atmosphere conducive to studying.

...

5. If asked to be quiet, residents should do so immediately. To not do so is a violation of another person’s rights.
6. Residents should always remember they do not have the right to disturb another person. . . .
 - Giving rooms a personal touch can be fun; however, discretion must be used to protect the rights and safety of all residents. Decorations should be a credit to the individual, the hall, and the College. The appearance of the hall to the public, from the outside, is important to the College.
 - Anything displayed in the window or on walls must be non-discriminatory and comply with all college policies. The Residential Life staff maintains the right to remove posters, signs, or other items from room windows or corridor walls. . . .
 - Any item that is posted in a public area must be appropriate for community viewing. Posters deemed not appropriate by the Office of Residential Life must be removed upon request. Items may be removed by the Office of Residential Life without the permission of the owner.”

[Source Link](#)

NORTHEAST WISCONSIN TECHNICAL COLLEGE

OVERVIEW

School Name: Northeast Wisconsin Technical College

Location: Green Bay, WI & other locations

Website: <https://www.nwtc.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Student Email Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “The e-mail system may be used only for College business and for purposes specifically authorized by the College.”

[Source Link](#)

Student Email Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Any use of electronic mail that does not respect the image and reputation of the College is prohibited.

...

You may not use the College’s electronic mail system for purposes that are threatening, offensive, or for purposes of harassment. Examples of harassment are included as part of this policy.”

[Source Link](#)

Freedom of Speech, Expression, and Public Assembly Policy and Procedures

Rating: **Red** **Category:** Protest and demonstration policies **Last Updated:** February 2019

Excerpt: “B. **Definitions.** For purposes of this Policy, the terms below are defined as follows: 1. ‘Assembly’ – a gathering of individuals for the purpose of expressing, promoting, pursuing or defending ideas . . . 4. ‘Expressive Activity’– demonstrations, picketing, vigils, rallies, performances, petitioning, gathering of signatures, distribution of literature, and other forms of outward communication. Expressive

POLICIES

Activity does not include social, random, or other everyday communications . . . 6. ‘Public Assembly Area(s)’– the specific indoor and outdoor portion(s) of Campus designated by NWTC for Assembly and Expressive Activity.

C. Expressive Activity and Assembly Policy and Procedure 1. NWTC hereby designates as Public Assembly Areas the locations identified in Attachment A. These areas provide increased visibility to those using the Public Assembly Areas for Assembly and/or Expressive Activity without probable disruption of NWTC’s academic, co-curricular and administrative responsibilities. 2. The Public Assembly Areas will be available for use between the hours of 8:00 a.m. and 9:00 p.m. Individuals may request other areas if the designated Public Assembly Areas are already occupied. NWTC will consider any such requests on a case-by-case basis to determine whether another area is available and appropriate in light of all relevant considerations, including safety and security, educational activities, etc.”

[Source Link](#)

Nondiscrimination & Anti-Harassment Policy

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “NWTC is committed to taking all appropriate measures to maintain an environment free from discrimination and harassment. For that reason, the College will not tolerate unlawful discrimination, harassment of any kind, or retaliation against a person who files a complaint relating to discrimination or harassment by an employee, student, customer, or vendor or participates in the investigation of a complaint. Discriminating, harassing and retaliatory behavior may be grounds for corrective and disciplinary action, up to and including termination or expulsion from the College.

Any online postings or other electronic communication occurring outside of NWTC’s control will only be subjected to this policy when those online behaviors can be shown to cause a substantial on-campus disruption, which includes the substantial effects on-campus or off-campus harassment.

...

Harassment is unwelcomed or unsolicited behavior directed at an individual or group of people because of a protected class where the behavior adversely affects the person’s employment, academic or working environment.

...

Retaliation

Retaliating directly or indirectly against a person who has, in good faith, filed, supported, or participated in an investigation of a complaint, as defined above, is prohibited. Retaliation includes, but is not limited to, ostracizing the person, pressuring the person to drop or not support the complaint, or to provide false or misleading information, or engaging in conduct that may reasonably be perceived to affect adversely that person’s educational, living, or work environment. Retaliation also includes similar conduct engaged in by a third party at the complainant’s or respondent’s request. Depending on the circumstances, retaliation may be unlawful and may constitute a violation of this policy, whether or not the complaint is ultimately found to have merit.”

[Source Link](#)

POLICIES

Rights & Responsibilities

Rating: Green **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “In the Classroom

The instructor in the classroom and in conference will encourage free discussion, inquiry, and expression. A student’s performance should be evaluated solely on an educational basis, not on opinion or conduct in matters unrelated to academic standards.

- Protection of Freedom of Expression. A student will be free to take reasonable exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study, for which they are enrolled, as required by the instructor.
- Protection against improper educational evaluation. A student will have protection through orderly procedures against prejudices or capricious educational evaluation. At the same time, they are responsible for maintaining standards of educational performances established for each course in which they are enrolled.”

[Source Link](#)

Sexual Misconduct and Gender Discrimination

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “NWTC believes in zero tolerance policy for gender-based misconduct. When an allegation of misconduct is brought to the appropriate coordinator’s attention, and an individual has been found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are not repeated
...

Sexual misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome.
...

Sexual misconduct may vary in its severity and consists of a range of behaviors or attempted behaviors. It can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can occur between members of the same or different gender and can also occur while individuals are fully clothed.”

[Source Link](#)

Student Code Of Conduct

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Violations of the Student Code of Conduct include but are not limited to:

5. Conduct (to include social media and electronic communication) which constitutes harassment, bullying or abuse that threatens the physical or mental well-being, health or safety of any individual.

POLICIES

6. Sexual harassment or misconduct to include: . . . – Conduct of a sexual nature that creates an intimidating, hostile or offensive campus, educational or working environment for another person. This includes unwanted, unwelcome or inappropriate sexual or gender-based activities or comments.
...
10. Disrupting the peace, the education process or any related activity. Public use of inappropriate language, which interferes in any way with the learning process or environment at NWTC.
...
15. Any behavior considered harmful to students, the college community, or the teaching/learning process.”

[Source Link](#)

Title IX/Sexual Misconduct

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Thus, NWTC believes in zero tolerance policy for gender-based misconduct. When an allegation of misconduct is brought to the appropriate coordinator’s attention, and a respondent has been found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are not repeated.
...

Sexual misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome.
...

Sexual misconduct may vary in its severity and consists of a range of behaviors or attempted behaviors. It can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can occur between members of the same or different gender and can also occur while individuals are fully clothed.”

[Source Link](#)

RIPON COLLEGE

OVERVIEW

School Name: Ripon College

Location: Ripon, WI

Website: <https://www.ripon.edu/>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Computer Services

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Appropriate computer use respects the rights, sensitivities and resources of others. The following are guidelines for the appropriate use of computing facilities.

...

It is prohibited to use College computing system/network resources to store, access or send material that is obscene, illegal, discriminating, or intended to defame or harass others, or to interfere with their work on the computer. “Computing system/network resources” include but are not limited to all computers, networks, voice, video, email, and other applications.”

[Source Link](#)

Residence Halls

Rating: **Red** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Rights and Responsibilities of Residential Living . . .

Mutual respect and consideration coupled with an awareness of and a sensitivity to the needs of other individuals must be the standards for group living. Students can be held responsible for policy violations that occur in their room even if they are not present. This statement is intended to define minimal expectations of rights and responsibilities of all residents, in enjoying their freedom without placing constraints upon such rights of other residents. These include:

1. The right to read, study or sleep free from undue interference in or around one’s room.

The responsibility to conduct oneself in a manner that does not infringe on the rights of others and to initiate action should circumstances warrant.

2. The right to recreation in and around the residence hall.

POLICIES

The responsibility to modify recreation so that it does not interfere with the rights of others in or around the residence hall. . . .

Fire Protection . . .

If students or student groups wish to decorate a hallway they must obtain written permission from a hall director, the director of residence life, or the dean of students. All approved decorations must be removed and the area must be returned to its original condition with 24 hours of the event. . . .

Property Loss Protection . . .

2. Door-to-door soliciting in the residence halls is not permitted (including fundraising requests, distribution of products or flyers, sales pitches, etc.). An exception is made only when permission has been obtained from the dean of students.

Quiet Hours

It is assumed that the most important activity that takes place in residence halls is studying. Students require low levels of distraction in order to study effectively and efficiently. Thus, students must behave in such a manner as to ensure a quiet environment. Stereos and radios should be equipped with headphones. Courtesy is expected 24 hours a day, i.e., not being disruptive to other students.

Stereos and radios not equipped with headphones should be played at a volume that is inaudible outside of a student's room (this includes outside).

. . .

Student Rooms

. . .

9. Students should not display materials deemed offensive to others on the outside of their room doors or in windows. Signs, banners, and other displays may not be affixed to the exterior of residential rooms or lounges without permission from the dean of students. Window displays visible to the public are limited to seasonal decorations. Any such item will be asked to be removed by the student. Any item not voluntarily removed will be removed and disposed of by residence hall staff."

[Source Link](#)

Campus Apartments

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: "Social Events

Students living in Campus Apartments may not utilize their apartment to host "parties." A "party" is defined as the presence of more than two guests per present resident in an apartment where another policy violation is occurring. Residents who are discovered to be hosting parties will be subject to the College's disciplinary procedures with penalties including, but not limited to, the loss of their apartment and subsequent return to traditional housing at the discretion of the director of residence life."

[Source Link](#)

POLICIES

Alcohol, Marijuana and Other Drugs

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Alcohol . . .

5. Publicity that promotes alcohol consumption is prohibited. Alcohol industry promotion of College events is also prohibited. Approval for either must first be granted by the dean of students or director of residence life.”

Alcohol in Residence Halls . . .

8. Approved events must take place in a lounge space. Students or specific student groups who host unapproved events in hallways, lounge spaces, or in two or more student rooms are subject to disciplinary action that could include disciplinary probation, organizational probation, monetary fines, limits to future social events, loss of that group’s individual housing lottery, etc.

. . .

10. Room parties: A \$100 sanction will be assessed room occupants who are responsible for hosting a “room party.” A room party is defined as a gathering of 12 or more in a suite, or more than 2 guests per present resident in an apartment, 8 or more students in a double room or 5 or more students in a single room where alcohol is being consumed. A student with a single room found hosting a room party will be billed \$100. Two roommates who are present at a room party held in their room would each be billed \$100. This \$100 charge will be in addition to any sanctions associated with a violation of campus alcohol policy for which the student may also be responsible. Residence hall staff may confiscate alcohol if underage persons are present.

11. Students may apply to host events in a residence hall lounge at which alcohol is present (limited to 70 people including hosts). Permission to host an event must be obtained whether or not alcohol is present. Application for permission to host such events must be made to the director of residence life and/or assistant director of student activities at least five days in advance using the lounge event application form, available from the residence life office. Notification of approval or disapproval of each application will be made no later than two days prior to the requested date for an event.

. . .

Alcohol Misuse/Abuse

In residence halls there has always been the question of what should be a staff member’s response to students possessing alcohol in areas where it is not permitted. In answer to this statement, the following guidelines are generally adhered to.

Blatant, public, and/or irresponsible behavior most often precipitates a staff member’s response.”

[Source Link](#)

Bias Related Incident Protocol

Rating: **Red** **Category:** Policies on “bias” and “hate speech” **Last Updated:** Unknown

Excerpt: “Ripon College Statement on Intolerance and Harassment

Ripon College is committed to the free speech and open exchange of ideas and views, as reflected in the

POLICIES

institution's Core Values. This commitment requires the confrontation of challenging issues in the context of civil discourse and intellectual inquiry. However, behavior that exceeds the bounds of appropriate discourse and civil conduct will not be tolerated. Ripon College is dedicated to maintaining a community free from all forms of harassment, hostility, and intolerance.

It is the policy of Ripon College, consistent with its efforts to foster an environment of respect for the dignity and worth of all members of the College community, that all varieties of harassment and intimidation – sexual and non-sexual, physical and non-physical, verbal and non-verbal – of employees, students, and guests at Ripon College are unacceptable forms of conduct that will not be tolerated.

Harassment includes behavior, speech, or writing that demeans or stereotypes individuals in a harmful way. Harassment may create an intimidating, hostile or demeaning environment and often has the effect of interfering with an individual's full and free participation in the life of the College.

Ripon College Statement on the Bias Policy

This policy recognizes that thought and expression in the context of, and in service to, our learning mission is protected, while offering a mechanism for responding to the hatred and bias that work against it. These freedoms necessarily entail a potential for encountering ideas and speech that one finds controversial and even objectionable, insulting, or offensive. Acts of hate and bias—whether or not intended—threaten to undermine individuals' or groups' engagement in the free exchange of ideas. Providing clear means by which suspected hate acts and bias incidents can be reported aligns with Ripon College's commitment to freedom of thought and expression as central to our academic freedom and to our teaching and learning mission [sic].

DEFINITIONS

Bias is...

A Bias Incident is characterized as a behavior or act—verbal, written, or physical—which is personally directed against or targets an individual or group based on perceived or actual characteristics such as: age, disability, gender identity and expression, marital status, national origin, race or ethnicity, religion, sex, sexual orientation, skin color, socioeconomic status, or veteran status. Bias incidents may or may not be intended to cause harm.

Examples of bias incidents include but are not limited to: jokes based on a stereotype; disparaging or demeaning language on social media; epithets or slurs; vandalism that indicates prejudice or intolerance, and avoiding or excluding individuals or groups solely on the basis of the perceived or actual characteristics listed above.

...

Every member of the Ripon College community can play a role in fulfilling our vision of educational, working, and living environments free from discrimination, harassment, intolerance, and hate. Examples of ways you can participate in creating this environment:

- Speaking out against, denouncing, and/or interrupting all forms which challenge the Ripon College Diversity Statement or Harassment Policy.
- Reporting all bias incidents.
- Assisting in investigations by providing information to staff or officers when approached.
- Participating in on-campus programming around multiculturalism, diversity and social justice (Social Justice Retreat, Multicultural Programming, Diversity Workshops, Safe Zone Training, Bystander Intervention Training, etc.).

POLICIES

- Committing to creating a safe, welcoming, and affirming community to all at Ripon College, including guests we invite into this community.
- Engage in respectful dialogue about our differences with other members of the community.”

[Source Link](#)

Chalking Policy

Rating: Yellow **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “Permission may be received from the dean of students to use chalk on campus pavements to publicize events. Chalking may be used to publicize events or to offer educationally valid information to the community. A letter should be submitted to the dean requesting such permission which includes the name, the event being sponsored, the specific location and size of the area where chalk will be used, the length of time the chalk will remain on the pavement (usually limited to two days), and the name(s) of the individual member(s) of who will be responsible for removing the chalk. The person(s) responsible for removing the chalk should contact the director of the physical plant to make arrangements in advance for getting cleaning materials. If the chalk is not removed by the time specified in the permission request letter, the plant department may do the cleaning and bill the sponsoring student organization.”

[Source Link](#)

Community Conduct

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Ripon College expects students to be mature, honest and responsible members of the campus and the larger community. Behavior that infringes upon the rights, safety, and privileges of another person, or impedes the educational process is unacceptable. Ripon prohibits conduct that interferes with the rights of others and/or demonstrates disregard for the College and surrounding community, public urination, and indecent exposure and/or lewd behavior. Violations of this policy are subject to a minimum \$50 fine.”

[Source Link](#)

Cooperation and Compliance

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Students suspected of policy violations may be confronted by College officials, including student staff members. Supplying false information, using profanity or threatening language, and/or blatant uncooperativeness will subject the student to additional disciplinary actions which can include a minimum \$100 fine.”

[Source Link](#)

POLICIES
Cooperation and Compliance

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Rational, orderly debate and critical examination of issues and ideas are fundamental to a free society, as well as the academic enterprise. Ripon College affirms the freedom of inquiry of all members of its community, in keeping with the mission and core values of the College. As an institution committed to academic freedom, Ripon College also encourages free expression and assembly, consistent with the interests of personal safety, privacy, and pursuit of one’s academic and vocational objectives. It also values integrity and seeks always to promote civil conduct, granting basic respect and consideration to others. The College therefore reserves the right to regulate the time, place and manner of individual or group expression and assembly, to uphold its academic mission and core values. Accordingly, actions or other expression that meet the following general guidelines will be considered inappropriate:

- Disruption or obstruction of the essential operations of the College or the normal conduct of business of members or guests of the community
- Infringement on the rights of others in the community, including their reasonable expectations of safety, peace and privacy
- Coercion, intimidation, harassment or bias (as defined in the Ripon College Title IX Policy Prohibiting Harassment and the Ripon College Bias Related Incident Protocol)

All of these are destructive of the pursuit of learning and inconsistent with the College’s aim of fostering a diverse community and developing productive, socially responsible citizens.

Application of the above general guidelines regarding time, place and manner will be determined on a case-by-case basis, informed by the specific context and circumstances.”

[Source Link](#)

Hazing

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Hazing is defined as any action taken or situation created intentionally whether on or off College premises to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations include creation of excessive fatigue, physical and psychological shocks, wearing apparel publicly which is conspicuous and not normally in good taste, engaging in public stunts and jokes, morally degrading or humiliating games and activities, late night sessions which interfere with scholastic activities (1 a.m. Sunday through Thursday), and any other activities which are not consistent with the regulations and policies of the educational institution.

Ripon College repudiates any pre-initiation or initiation practices antithetical to the law and underlying principles for which each group stands or which violate the above definition of hazing.”

[Source Link](#)

POLICIES

Posting Policies

Rating: Yellow **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “Ripon College provides spaces around campus for written communication by College community members. Outside businesses, vendors, etc., are limited to providing information to students by placing such material on tables in the campus mail center. At no time may an outside company publicize any products or services in the residence halls without the written permission of the dean of students. Publicity that promotes alcohol consumption is prohibited. Postings may not promote violence; contain abusive/hateful language that targets individuals or members of a certain race, gender, sexuality, and/or ethnic group. Any concerns should be reported to the dean of students office.”

[Source Link](#)

Snow Art

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “The creation of objects out of snow must be tasteful and should reflect the academic mission of the College. Students found to be in violation of this policy will be fined \$50 and their student accounts may be assessed charges associated with the dismantling of any obscene creations.”

[Source Link](#)

Social Regulations and Standards of Conduct

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Students who choose to attend Ripon accept implicitly the standards which guide and govern academic endeavor and social relationships in the College community. They are expected to demonstrate respect and concern for other persons on the campus as well as for the property of other persons and the College and for the general community welfare. Students are free and, in fact, encouraged to propose changes in the academic and social policies of the College, but unless and until such policies are changed, students are expected to act responsibly within existing standards.

Students who bring discredit upon themselves or upon the College through conduct contrary to the standards of the community or of civil law or through unsatisfactory academic performance are subject to disciplinary action which may include dismissal from the College. If it is in the interests of the College, its members, or the privacy of persons involved, the College reserves the right to take such disciplinary action with or without public statement of the reason, and neither the College nor any of its officers shall be under any liability for such action.

Students with emotional problems which represent a threat to the well-being of others may be required to leave the College at the discretion of the dean of students. When such a student has been identified, he or she may be asked to have an examination by a psychiatrist and to have the results of this examination released to the dean of students. Upon examination of the results, the student may be required to leave the College. If such a student does not submit to a psychiatric evaluation or refuses to sign a release for the results of this evaluation, he/she may not be allowed back in the residence halls and/or may be suspended.

POLICIES

Students making suicidal statements, attempting suicide, or taking action that threatens their health or safety will become subject to administrative actions.”

[Source Link](#)

Telephone Service

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “Students are reminded to be respectful when using common area phones as they are designed to be used by all floor residents. Students should refrain from making calls longer than 20 minutes, and when possible, should not make calls when quiet hours are in effect. Students needing to make calls longer than 20 minutes or place calls that are of a private nature should contact a residence hall director who may be able to make other calling arrangements for the student.”

[Source Link](#)

Ethical Use of Technology at Ripon College

Rating: Red **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: Not reasonably accessible.

[Source Link](#)

Classes of Offenses

Rating: Yellow **Category:** Policies on “bias” and “hate speech” **Last Updated:** Unknown

Excerpt: “Disciplinary responses will increase if behaviors in any of the four type offenses intentionally select a person/property because of the person’s belief or perception regarding race, religion, color, disability, sexual orientation, national origin, or ancestry, whether or not the accused’s belief or perception was correct.”

[Source Link](#)

Statement on Cultural, Ethnic and Racial Diversity

Rating: Yellow **Category:** Policies on “bias” and “hate speech” **Last Updated:** Unknown

Excerpt: “Cultural, ethnic and racial diversity is vital to the liberal arts mission of Ripon College. Thus, alongside our commitment to understand and appreciate the western and Judeo-Christian traditions to which our society has historically adhered to, we also are committed to understanding and appreciating the enriching differences of other intellectual and cultural traditions.

...

POLICIES

Ripon’s commitment to cultural, ethnic and racial diversity assumes three dimensions. First, such diversity is and should be a fundamental value and motivating principle explicitly acknowledged throughout the Ripon curriculum and promoted in all areas of the collegial enterprise. Second, the College is and should be devoted to recruiting and nurturing members of the College community who represent a diverse array of backgrounds. Finally, the College is and should be devoted to providing educational and developmental programs of direct and tangible value to members of the Ripon community from a wide variety of backgrounds. These three dimensions are complementary and mutually reinforcing. As cultural, ethnic and racial diversity are encouraged and expressed in the curriculum, in the composition of the human populations, and in all aspects of campus life, the Ripon College experience is enriched for all those who share in it.”

[Source Link](#)

Title IX Policy Prohibiting Harassment Including Sexual Harassment/Misconduct

Rating: Red **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “It is the policy of Ripon College, consistent with its efforts to foster an environment of respect for the dignity and worth of all members of the College community, that all varieties of harassment and intimidation — sexual and non-sexual, physical and non-physical, verbal and non-verbal — of employees and students of Ripon College are unacceptable and impermissible conduct which will not be tolerated.

Harassment includes behavior, speech, or writing that demeans or stereotypes individuals in a harmful way. Harassment may create an intimidating, hostile, or demeaning environment and often has the effect of interfering with an individual’s full and free participation in the life of the College.”

[Source Link](#)

SILVER LAKE COLLEGE OF THE HOLY FAMILY

OVERVIEW

School Name: Silver Lake College of the Holy Family

Location: Manitowoc, WI

Website: <https://www.sl.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Anti-Bullying/Healthy Campus

Rating: **Yellow** **Category:** Bullying policies **Last Updated:** Unknown

Excerpt: “Silver Lake College of the Holy Family endorses and promotes a healthy campus culture. The College prohibits conduct which may be interpreted as bullying or harassment as described in this policy. The College wishes to promote a friendly, welcoming, and healthy environment in conjunction with College’s Mission Statement. Every individual is entitled to be treated with respect and to be free from bullying and harassment. All members of the College community are expected to behave in a manner which demonstrates proper regard for the rights and welfare of others. Staff are required and students are strongly encouraged to provide support to individuals who are bullied or harassed and to report incidents to the appropriate college official. This anti-bullying policy applies to the entire College community, including full time and part time administration, faculty, staff, students, contractors, consultants, and vendors. It includes conduct in the workplace and conduct in connection with work-related travel and/or at College-sponsored events. It also expands harassment beyond the protected classes to include the entire College community.

...

Definition

Bullying consists of abusive conduct, relative to acts, omissions, or both, that a reasonable person would find hostile, based on the severity, nature, and frequency of the conduct and without regard to the method of delivery, such as verbal, written or electronic. Abusive conduct may include, but is not limited to: repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets; verbal or physical conduct of a threatening, intimidating, or humiliating nature; the sabotage or undermining of an individual’s work performance; or attempts to exploit an individual’s known psychological or physical vulnerability. A single act normally will not constitute abusive conduct, but an especially severe and egregious act may meet the standard.”

[Source Link](#)

POLICIES

Anti-Harassment/Nondiscrimination

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “The College expressly prohibits *any form* of unlawful harassment or discrimination based on race, color, religion, sex, national origin, age, disability, or status in any group protected by federal, state or local law. Further, improper interference with the ability of College employees to perform their expected job duties will not be tolerated.

Conduct Prohibited

With respect to harassment, the College prohibits unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of an inappropriate sexual or otherwise offensive nature where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of employment or academic performance;
- Submission to or rejection of such conduct is used as the basis for decisions affecting an individual’s employment (i.e., performance appraisals, compensation, advancement, or any other term or condition of employment or career development) or academic performance;
- Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working or learning environment.

Examples of the types of conduct expressly prohibited by this policy include, but are not limited to, the following:

- Unwanted or offensive comments, slurs, jokes, letters, poems, e-mail or voice-mail messages regarding race, color, religion, sex, national origin, age, disability, or any other legally protected status;
- Foul or obscene language;
- Sexually oriented or explicit remarks, including written or oral references to sexual conduct, gossip regarding one’s sex life, body, sexual activities, deficiencies, or prowess;
- Questions about one’s sex life or experiences;
- Repeated, unwelcome sexual flirtations or repeated unwelcome requests for dates;
- Suggestive or sexually explicit posters, calendars, photographs, graffiti, or cartoons;
- Inappropriate touching, such as rubbing or massaging someone’s neck or shoulders, stroking someone’s hair, brushing against another’s body, grabbing, groping, kissing, or fondling;
- Leering, staring, stalking;
- Sexual favors in return for employment rewards, or threats if sexual favors are not provided.”

[Source Link](#)

POLICIES

Dress Code

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “SLC students are expected to dress in a manner that creates an atmosphere of professionalism and success. Students shall have freedom concerning dress unless it directly interferes with learning or health. Courses and campus employment may have different expectations for dress, which must be followed.”

[Source Link](#)

Posting Materials

Rating: Yellow **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “Students and community members wishing to post announcements and/or fliers concerning any upcoming event(s) may display posting after being approved and initialed by the Office of Student Development. Announcements should include specific contact information with event information. Unapproved postings will be removed.”

[Source Link](#)

Publicity

Rating: Yellow **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “The dissemination of all news releases or other information on student sponsored events must be channeled through and approved by the Office of Communications and Office of Student Development. Unauthorized publication or use of the College’s name or its logo is strictly prohibited, including statements implying endorsement by the College.”

[Source Link](#)

Reservations for & Use of College Facilities

Rating: Yellow **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “By special reservation, college facilities (main campus, Generose Enrichment Center, and Franciscan Music and Education Center), may be used by faculty, students, and staff for meetings and other events as long as such events do not conflict with officially scheduled classes. Reservations and rooms are to be reserved through the Office of Events. Reservations for a classroom must be made through the Registrar’s Office. Early reservation will improve the likelihood of being able to reserve the space needed and of getting the event on the Master Calendar. Individuals or groups using College facilities must abide by all regulations set by the College and must leave the facilities in good condition. An advisor must be present at events sponsored by student organizations.”

[Source Link](#)

POLICIES

Sexual Misconduct and Gender-Based Discrimination Policy

Rating: **Yellow** **Category:** Harassment policies

Last Updated: Unknown ; **Note:** Unclear whether in force

Excerpt: “Silver Lake College prohibits all forms of gender based discrimination and sexual misconduct. Gender-based discrimination or sexual misconduct can be committed by any person upon any other person, regardless of the sex, gender, sexual orientation and/or gender identity of the persons involved in the acts. This policy prohibits the following forms of misconduct:

Gender-Based Discrimination — Gender-Based Discrimination includes discrimination on the basis of gender, sexual orientation, gender identity or domestic violence victim status in any aspect of employment or access to college curricular, co-curricular or extracurricular educational programs and/or resources, including without limitation:

- Hiring and firing
- Compensation, assignment, or classification of employees
- Transfer, promotion, layoff, or recall
- Job advertisements
- Recruitment
- Testing or grading
- Use of college facilities
- Training and apprenticeship programs
- Fringe benefits
- Pay, retirement plans, and disability leave
- Admissions and recruiting standards and practices
- Financial aid and scholarship awarding policies and practices
- Eligibility for academic programs
- Use of student housing
- Participation in extracurricular student activities
- Other terms and conditions of employment or the student experience

This policy does not apply to decisions relating to requests for reasonable accommodation due to a disability. Work-related disability accommodations are handled by the Human Resources Office and pursuant to that office’s policies.

Sexual Harassment — Sexual harassment is unwelcome, gender-based, sexual orientation-based or gender identity- based verbal or physical conduct that is sufficiently severe, persistent or pervasive that it unreasonably interferes with, denies, or limits someone’s ability to participate in or benefit from the

POLICIES

college’s educational program, employment, and/or activities, and is based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation. It constitutes sexual harassment when: Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or education opportunities or activities, Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or educational opportunities or activities affecting such individual, or Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working or learning environment.”

[Source Link](#)

Anti-Discrimination/Anti-Harassment Policy

Rating: Red **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Silver Lake College is committed to providing a workplace that is free from unlawful harassment and discrimination. The college strictly prohibits and does not tolerate unlawful harassment or discrimination based on an employee’s race, color, sex, national origin, age, disability, sexual orientation, marital status, genetic information, arrest or conviction record, religion, military status, or any other characteristic protected by federal, state or local law (collectively referred to as “protected characteristics”).

Prohibited harassment includes, but is not limited to, epithets, slurs, derogatory comments or jokes, intimidation, negative stereotyping, threats, assault or any physical interference with the employee’s normal work or movement. Harassment also may include written or graphic material placed on walls, bulletin boards or elsewhere on the college’s premises or circulated in the workplace that denigrates, shows hostility or aversion toward an individual or group because of any protected characteristics. Whether or not the person means to give offense or believes his or her comments or conduct were welcome is not significant. Rather, the college’s policy is violated when other employees, whether recipients or mere observers are, in fact, offended by comments or conduct based on the individual’s protected characteristic.”

[Source Link](#)

Sexual Assault and Harassment [Sic]

Rating: Red **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “WHAT IS SEXUAL HARASSMENT?”

Sexual harassment includes unwelcome sexual advances or unwelcome physical or verbal conduct of a sexual nature. This includes, but is not limited to: deliberate, unwanted, gestures, requests for sexual favors, or comments.”

[Source Link](#)

POLICIES

Social Networking Policy

Rating: Green **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: "SOCIAL NETWORKING POLICY

Facebook, Instagram, Snapchat, Twitter and other social networking websites are great innovations which users utilize to express themselves and create opportunities to form relationships. Due to the nature of this forum, it allows users to make choices about their identity and how they represent themselves to the public. Silver Lake College of the Holy Family will not actively monitor any of the social networking websites. Students are reminded that pictures and information posted on the internet are public information. Pictures or information from the internet that describe or document behavior that are brought to the attention of the College and which reasonably suggest that behavior violating College policy or the Community Standards has taken place, on campus or at a College sponsored function off-campus, are subject to further investigation and verification by the College. Any College policy violations that are documented as a result of such an investigation will result in appropriate disciplinary action by the College."

[Source Link](#)

Student Organizations

Rating: Green **Category:** Other **Last Updated:** Unknown

Excerpt: "STUDENT ORGANIZATIONS

Silver Lake College of the Holy Family seeks to provide a Christian environment in which students may be educated in the liberal arts tradition and prepared for service to society. An atmosphere of trust, respect, and community exists among students, faculty, administration, and staff.

The Student Development Office coordinates programs, activities, and services for students. On-campus and off-campus students are welcome to join campus clubs and organizations. The aim of all campus organizations is to further the objectives of the College and to form a closer relationship between the students and faculty through the provision of an official body for adequate and effective expression of student opinions and interests.

Student organizations wishing to make use of Silver Lake College of the Holy Family facilities or the name of Silver Lake College of the Holy Family in communications, publicity and records must obtain recognition from and must file a copy of their constitution with the Office of Student Development. This information must be updated each academic year.

Starting a New Student Organization

Any student or group of students may start a new organization on campus if they see a need not being met by current organizations and activities. In order to start a new student organization, contact the Office of Student Development."

[Source Link](#)

POLICIES

Silver Lake College of the Holy Family Community Standards (Code of Conduct)

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: "INTRODUCTION"

...

All College rules, regulations and policies apply to all students and their conduct both on the College premises and at College-sponsored events held off campus. Incidents occurring off campus that adversely affect Silver Lake College of the Holy Family or the pursuit of its objectives are also subject to disciplinary action under the Community Standards. The Silver Lake College of the Holy Family Community Standards provide descriptions of prohibited conduct for the Silver Lake community and is not designed to define misconduct in all-inclusive terms. These guidelines are subject to change by the authority of the Dean of Students. The student body will be notified, in a timely manner, of any changes to the Community Standards. Each student of the College is obligated to abide by the standards outlined in the Community Standards. Any deviations from this Code are subject to procedures and sanctions that originate from the Dean of Students and/or designee.

PROHIBITED CONDUCT

1. Obstruction, disruption and/or interference with, or attempts to obstruct, disrupt and/or interfere with teaching, research, administration, disciplinary proceedings, studying, public speaking, business operations, fire, police or emergency services, or other College activities, including public service functions on College property or at College-sponsored or supervised activities, including but not limited to:
 - a. Disruption, obstruction or interference with or attempts to obstruct, disrupt or interfere with another student's right to study, learn, or complete assignments, including, but not limited to, destroying, preventing or limiting access to information or records used by another student in connection with College responsibilities.
 - b. Disruption, obstruction or interference with educational activities in classrooms, lecture halls, campus library, laboratories, theatres, or any other places where education and teaching activities take place including, but not limited to, talking at inappropriate times, drawing unwarranted attention to self, engaging in loud or distracting behaviors, displaying defiance or disrespect of others, or threatening another individual.

...
2. Physical abuse, verbal abuse, contempt, disrespect, insults, threats, intimidation, harassment, sexual assault, sexual contact without permission, sexual misconduct, stalking, coercion, cyber-stalking, forced consumption of liquor, drugs or other conduct directed at a specific person, which threatens the health and safety of any person or seriously alarms or intimidates another person. Such conduct may include, but is not limited to:
 - a. Explicit or implicit threats, including gestures that place a person in reasonable apprehension of unwelcome physical contact, harm or death;
 - b. Unwanted sexual contact of any kind or threat of such contact. Sexual contact will be considered unwanted or without consent if no clear consent is freely given, if inflicted through force or threat of force; or if inflicted upon a person who is unconscious or otherwise without the physical or mental capacity to consent.

POLICIES

- c. Stalking (purposely and repeatedly engaging in a course of conduct that causes the victim to experience serious emotional distress or to fear bodily injury or death of her/himself, a family member or a member of his/her household) directed at a specific person, which reasonably causes that person alarm, distress, fear or a change of normal behavior.
 - d. Making remarks which are by common usage lewd, obscene, rude or disparaging, or that can reasonably be expected to have a tendency to cause acts of violence to the person(s) to whom the remark is made;
 - e. Unwanted, repeated, harassing, lewd or obscene communication using electronic or digital devices.
 - f. Recording, taking, sending or uploading any content including audio, copy, emails, photo(s) and/or video(s) of another that may denigrate or humiliate.
 - g. Attempted or actual removal or theft of, damage to, destruction of, misuse, or unauthorized use of College property, or the services or property of a member of the College community, or other personal or public property. Possession of stolen property, or unauthorized possession of College property, or the property of a member of the College community.
3. Failure to comply with the directions of or treating discourteously College officials, including but not limited to, campus safety and security personnel and residence life personnel, acting in performance of their duties and/or failure to identify oneself to these persons when asked to do so.
...
7. Use, possession, sale, manufacturing or distribution of alcoholic beverages, marijuana, heroin, narcotics, prescribed drugs, or other controlled substances.
...
- e. Behavior that encourages or contributes to excessive alcohol consumption by any student.
8. Use, sale, advertisement or distribution of tobacco products (i.e. Cigarettes, vaporizers, chewing tobacco, cigars, etc.) in College facilities, at College indoor events, and in College fleet vehicles, except in outdoor areas designated by ashtrays.
...
10. Participation in a gathering or assembly that disrupts the normal operations of the College or infringes on the rights of other members of the College community, or leading or inciting others to disrupt scheduled or normal activities on College premises or at College-sponsored or supervised functions.
...
12. Conduct that is disorderly, disrespectful, lewd, or indecent; breach of peace; or aiding, abetting or finding another to breach the peace on College property or at College sponsored functions.
...
14. All electronic and telephone communications systems (including e-mail, voice mail, etc.) and all information transmitted by, received from, or stored in Silver Lake College of the Holy Family systems are the property of the College. Silver Lake College of the Holy Family reserves the right to monitor communications transferred via the College's equipment or networks. Computer and Electronic Usage Guidelines have been established to familiarize users with security-related measures associated with the use of computers and/or electronic networks on the Silver Lake College of the Holy Family campus. *The computing and electronic communication facilities and services provided by Silver Lake College of the Holy Family are primarily intended for teaching, educational, research,*

POLICIES

and administrative purposes. Their use is governed by all applicable college policies (including harassment), and staff, administrator, faculty, and student due process and disciplinary policies, as well as by applicable federal, state, and local laws.

Examples of Prohibited Use

- Commercial activity, e.g., solicitation in connection with personally owned businesses
- Political activities, e.g., endorsement of candidates for political office
- Electronic harassment, e.g., communication that would be deemed a violation of the College's harassment policy, but which occurs in an electronic environment
- ...
- 19. All Visitors must be on the College Premises for a legitimate purpose. The College reserves the right to determine whether the purpose is legitimate. If it is not, Visitors will be asked to leave. Visitors are required to show identification when requested to do so by security or administrative officers. Failure to do so, or to leave when requested will result in such Visitors being considered as trespassers subject to arrest.
- ...
- 21. Disorderly or unlawful behavior is prohibited and may be prosecuted by the College under this procedure whether or not such behavior is the subject of prosecution in any civil or criminal court.
- ...
- 26. Intentionally furnishing the College with false information is prohibited.
- ...
- 28. Any retaliatory action of any kind taken against a person seeking redress under these procedures is prohibited and shall be regarded as a separate and distinct cause for complaint under these procedures."

[Source Link](#)

Residence Life Policies and Procedures: Diversity and Equality

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: "Silver Lake College of the Holy Family believes diversity is integral to the educational and developmental experience of all learners. As a college community, we strive to be inclusive, recognizing and valuing opportunities to integrate dimensions of diversity in broadening our interpretation and understanding of humanity. We respect and uphold the many facets of human identity in helping support and strengthen our college mission, vision and values.

The Residence Life Office at Silver Lake College of the Holy Family is committed to ensuring a fair environment for all individuals within the student residential community. In pursuit of this goal, the principles of impartiality, equity, and reciprocity (treating others as one would desire to be treated) are basic. A crucial aspect of promoting fairness is demonstrating an appreciation of human differences and opposing intolerance, hate-related behavior, and bigotry concerning these differences. Important human differences include, but are not limited to, characteristics such as age, culture, ethnicity, gender, ability, race, religion, or sexual orientation.

POLICIES

All members of the Silver Lake College of the Holy Family community share a common responsibility to maintain a climate suitable to a community of scholars and to refrain from conduct that obstructs the work of the College, interferes with the lawful exercise of rights by other persons, endangers the safety or security of other persons or property, prevents the proper use of facilities of the College, or impairs the maintenance of that kind of environment which is essential to the operation of an institution of higher learning.”

[Source Link](#)

Residence Life Policies and Procedures: Quiet Hours

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “Residents are expected to respect the rights of others with regard to noise level. Music is to be kept at a level that can only be heard within a resident’s room. Lowering your voice when you are talking in the hallways can also help to maintain a quiet environment. *A request for quiet from any student resident community member prevails over all other conditions. A resident must be able to study or sleep in his/her room at any hour of the day or night.* Courtesy hours are in effect 24 hours a day. Residents are encouraged to confront other community members who are being loud. If no response is made, residents may contact a Resident Assistant. *Quiet hours are established from 10:00 p.m. – 8:00 a.m. on days preceding classes and from 1:00 a.m. – 9:00 a.m. on days not preceding classes.* During finals week the Office of Residence Life may establish additional quiet hours for the residential community. Failure to adhere to these regulations may result in disciplinary action.”

[Source Link](#)

Fundamental Rights and Responsibilities of Student Workers

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “. . . 6. Silver Lake College of the Holy Family is committed to the principle that each member of the college community should be able to pursue their learning and work in an environment free from harassment, or other behavior or language of an offensive or abusive nature. The college’s policy regarding harassment can be found in the Student Handbook and will be followed in situations of alleged harassment at work. Allegations of other offensive or abusive conduct at work will be handled through the program is disciplinary process.”

[Source Link](#)

Dress Code [Student Workers]

Rating: Green **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Silver Lake College of the Holy Family strives to maintain a workplace environment that is well functioning and free from unnecessary distractions and provocations. As part of that effort, the College requires that all student employees maintain a neat and clean appearance that is appropriate for the

POLICIES

workplace setting and for the work being performed. To that end, Work Supervisors may determine and enforce guidelines for workplace-appropriate attire and grooming for their areas. All student employees are required to dress in professional casual attire or uniforms that are mandatory for specific departments.

...

Note: Understand your work environment. Clothes are not proper for work if the fabric, style, or fit is too revealing or too casual. Business casual is the opportunity to dress less formally, but still keep a professional appearance. It is not an opportunity to wear clothing better suited for the beach, home, yard, gym, or party.”

[Source Link](#)

Work Corrective Action System [Student Workers]

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “All student employees are expected to maintain standards of conduct suitable and acceptable to the work environment. Examples of unacceptable conduct that may result in corrective action include, but are not limited to:

1. Excessive absenteeism or tardiness for work.
2. No call/no shows.
3. Falsification of timesheets, personnel records or other institutional records.
4. Neglect of duties, wasting time during work hours, overall unsatisfactory performance, or not in assigned work area while on work time.
5. Insubordination or refusal to follow work procedures or perform work as requested.
6. Physically or verbally abusive behavior, intimidating or hostile-behavior toward co-workers, students or visitors to Silver Lake College of the Holy Family (including sexual and other forms of harassment).
7. Fighting, horseplay, practical jokes or other disorderly conduct that may endanger the well-being of other individuals.
8. Unacceptable work quality or intentionally causing additional work for others.
9. Improper, unsafe, wasteful, or careless handling of tools, equipment, fixtures, property, supplies or goods of Silver Lake College of the Holy Family.
10. Failure to cooperate with supervisor and co-workers.
11. Violations of safety rules or accepted safety practices.
12. Reporting to work while intoxicated or under the influence of non-prescribed drugs and/or the use, possession, distribution of, or sale of non-prescribed drugs.
13. Engaging in act of dishonesty, fraud, theft, damage or sabotage of Silver Lake College of the Holy Family property or personal property of students/co-workers/visitors.

POLICIES

14. Gambling or participation in lotteries or any other games of chance on the premises during work time.
15. Violation of College policies or rules including harassment and discrimination policies.
16. Moral, personal, or criminal conduct associated with employment that is detrimental to the welfare of Silver Lake College of the Holy Family and its students/employees/visitors.
17. Any other circumstance in which Silver Lake College of the Holy Family feels corrective action is warranted.”

[Source Link](#)

Employee Handbook: Corrective Action Process

Rating: Green **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Deficiencies and infractions may include, but are not limited to, the following:

1. Poor performance.
2. Falsification of timesheets, personnel records or other institutional records.
3. Neglect of duties, wasting time during work hours, overall unsatisfactory performance or not in assigned work area while on work time.
4. Excessive absenteeism or tardiness for work or required meetings, and no-call/no-show.
5. Reporting late for work or leaving early without proper authorization
6. Insubordination or refusal to follow work procedures or perform work as requested.
7. Physically or verbally abusive behavior, intimidating or hostile behavior toward co-workers, students or visitors to Silver Lake College (including sexual and other forms of harassment).
8. Fighting, horseplay, practical jokes or other disorderly conduct that may endanger the wellbeing of other individuals.
9. Unacceptable work quality or intentionally causing additional work for others.
10. Improper, unsafe, wasteful, or careless handling of tools, equipment, property, supplies or goods of Silver Lake College.
11. Failure to cooperate with co-workers.
12. Violations of safety rules or accepted safety practices.
13. Reporting to work while intoxicated or under the influence of illegal drugs and/or the use, possession, distribution of, or sale of illegal drugs. “Illegal drugs” includes abusing, misusing, or selling prescriptive drugs.
14. Engaging in act of dishonesty, fraud, theft, damage or sabotage of Silver Lake College property or personal property of students, co-workers, visitors.

POLICIES

15. Gambling or participation in lotteries or any other games of chance on the premises during work time.
16. Encouraging or inducing other employees to violate college policies and procedures.
17. Violation of college policies or rules including harassment and discrimination policies.
18. Any other circumstance in which Silver Lake College feels corrective action is warranted.”

[Source Link](#)

Employee Handbook: Social Media Participation

Rating: Green **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “In the rapidly expanding world of electronic communication, social media can mean many things. Social media includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else’s web log or blog, journal or diary, personal website, social networking or affinity website, web bulletin board or a chat room, whether or not associated or affiliated with Silver Lake College, as well as any other form of electronic communication. The same principles and guidelines found in Silver Lake College policies apply to your activities online. Ultimately, you are solely responsible for what you post online. Before creating online content, consider some of the risks and rewards that are involved.

Guidelines:

- Do not comment on trade secrets and proprietary college information (business, financial and marketing strategies) without the advance approval of your supervisor or Human Resources
- Do not make negative comments about our students in any social media.
- Do not use the college’s (or any of its affiliated entities) logos, trademarks or other protected information or property for any business/commercial venture without Human Resources’ express written authorization.
- Do not knowingly make false representations about your credentials or your work.
- Express only your own personal opinions. Never represent yourself as a spokesperson for the college. If the college is a subject of the content you are creating, be clear and open about the fact that you are an employee and make it clear that your views do not represent those of the college, colleagues, students, volunteers suppliers or people working on behalf of the college. If you do publish a blog or post online related to the work you do or subjects associated with the college, make it clear that you are not speaking on behalf of the college. It is best to include a disclaimer such as “The postings on this site are my own and do not necessarily reflect the views of Silver Lake College.”

We encourage employees to resolve work-related complaints by speaking directly with your co-workers. Nevertheless, if you decide to post complaints or criticism, avoid using statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that disparage customers or suppliers, or that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone’s reputation or posts that could contribute

POLICIES

to a hostile work environment on the basis of race, sex, disability, religion or any other status protected by law or college policy.

...

All employees are expected to know and follow this policy. Nothing in this policy is, however, intended to prevent employees from engaging in concerted activity protected by law. This policy does not, nor is it intended, to interfere with a faculty member's right to engage in protected speech."

[Source Link](#)

Employee Handbook: Dress Code/Personal Appearance

Rating: Green **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: "Employees of the college are expected to present a positive and professional image while at work. Employee dress and appearance should be within acceptable standards of health and safety standards set by supervisors or required by law. Some departments or areas have dress and appearance standards consistent with their functions. Supervisors will inform employees about the specific requirements for their departments' standard of dress. Discretion and good judgment on the part of employees in their style of dress and personal appearance are essential to the professional image and safe operation of the college. Please consult with your supervisor or Human Resources if you have questions."

[Source Link](#)

Employee Handbook: Solicitation and Distribution

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: "The college recognizes that employees have interests in events and organizations outside of the college. However, employees may not solicit concerning these activities during working time or distribute literature concerning these activities during working time or in work areas. For purposes of these rules, "working time" means that time when the person doing the soliciting or distributing, or the person being solicited or receiving the distribution is or should be working. Work areas do not include the cafeteria and Mimi's Cafe.

Persons not employed by the college may not solicit or distribute literature in the workplace at any time for any purpose."

[Source Link](#)

Employee Handbook: Acceptable Use of Email and Computer System

Rating: Yellow **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: "Email and computer/electronic systems, including hardware, software and information stored or sent within the college's systems, are the sole property of the college. The college routinely monitors electronic communications within its system for network problems or viruses; any inappropriate use

POLICIES

identified during such monitoring may form the basis for discipline or termination. In addition, the college reserves the right to monitor electronic communications and files when a violation of this policy is suspected, in response to a complaint or as part of an internal investigation.

...

Communications and use of college email and computer systems will be held to the same standard as all other college communications — that is, consistent with college work rules including antidiscrimination and anti-harassment policies. Administration is to be notified of unsolicited or offensive materials received by any employee on any of these systems including external communications.”

[Source Link](#)

Employee Handbook: Safety and Health

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Silver Lake College promotes a safe environment for its employees and students. The college is committed to working with its employees to maintain a work environment free from violence, threats, harassment, intimidation and other disruptive behavior.

Violence, threats, harassment, intimidation and other disruptive behavior in the workplace will not be tolerated.

All reports of incidents will be taken seriously and will be dealt with appropriately. Such behavior can include oral or written statements, gestures or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, including discharge, criminal penalties or both.

Violent, threatening, harassing, intimidating, or other disruptive behavior is not to be ignored. If it is observed or experienced by anyone on the college’s premises, whether the person involved is an employee or not, it is to be reported immediately to a supervisor or, in emergency situations, to law enforcement. Persons receiving such reports should contact Human Resources. Threats or assaults that require immediate attention should be reported directly to the police at 9-911 from a campus phone. The college may contact appropriate authorities to assist in the maintenance of a campus that is as safe as possible.”

[Source Link](#)

Computing and Information Resources and Privileges

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Access to computing facilities and associated resources is provided as a privilege to members of the Silver Lake College community. The college provides these resources to support its educational mission. It is expected that users will obey all rules and regulations pertaining to the appropriate use of these facilities. This involves using the facilities in a manner that is consistent with all-college policies, with policies of other networks (e.g., WISCNET, Internet), and with state and federal laws. Every user is responsible for helping to ensure that these resources are used appropriately; this includes prompt reporting of instances where it is believed an abuse has occurred. If users are in doubt as to whether a

POLICIES

particular proposed use is appropriate, they should check with Information Technology staff before the proposed use is undertaken. Misuse of computing facilities (whether or not they are directly college-owned) will constitute just cause for disciplinary action by Silver Lake College in addition to any legal enforcement by local, state, or federal authorities. The following are guidelines for the appropriate use of computing facilities:

1. Use Facilities and Services Only for the Purposes for Which You Are Authorized.

Violations include:

...

d. using college computing resources for unauthorized commercial purposes; and e. using the college's computing resources to harass, intimidate, or threaten other users. . . .

3. Respect the Rights of Others to Make Use of These Resources
 - a. placing obscene or harassing material in areas that can be/are publicly accessed;
 - b. sending/forwarding chain letters or deliberately flooding a user with automatically generated mail;
 - c. printing or sending excessive copies of documents, files, data, or programs;
 - d. unauthorized attempts to modify or remove computer equipment;
 - e. attempting to degrade or disrupt system security or performance;
 - f. damaging or vandalizing college computing facilities, equipment, software, or computer files. . . .

Silver Lake College respects freedom of expression and the existence of an open environment conducive to inquiry and learning in the use of its computing resources. The college respects the privacy of the members of the college community – faculty, staff, and students. Correspondingly, by sharing and using the information technology resources of the college, information technology users accept full responsibility for their actions and agree that they will use these resources in an ethical manner. This policy should be read and interpreted in conjunction with other Silver Lake College policies including but not limited to policies prohibiting harassment, discrimination, offensive conduct or inappropriate behavior.

...

Because the college is the owner of all information technology resources provided by the college to users, the college reserves the right to deny use to those who have used them in an irresponsible manner.”

[Source Link](#)

SOUTHWEST WISCONSIN TECHNICAL COLLEGE

OVERVIEW

School Name: Southwest Wisconsin Technical College

Location: Fennimore, WI

Website: <https://www.swtc.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Student Handbook – Internet Use Policy

Rating: **Red**

Category: Internet usage policies

Last Updated: January 2016

Excerpt: “Internet Acceptable Use Policy

Internet access is provided at Southwest Tech for all staff and students. Staff and students who violate any of the following may lose access privileges and be subject to other disciplinary or legal action. The following are not permitted using the campus internet connection:

- Disseminating or printing copyrighted materials, including articles and software, in violation of copyright laws.
- Sending, receiving, printing, or otherwise disseminating Southwest Tech’s proprietary data, trade secrets, or other confidential information.
- Operating a business, usurping business opportunities, or soliciting money for personal gain.
- Making offensive or harassing statements and/or disparaging others based on race, color, religion, national origin, veteran status, ancestry, disability, age, sex, or sexual orientation.
- Viewing, downloading, uploading, sending, or soliciting sexually oriented messages or images. Visiting sites featuring pornography, terrorism, espionage, or theft for intentions other than provable educational purposes.
- Gambling or engaging in any other criminal activity in violation of local, state, or federal law.
- Viewing, writing or posting content that could damage the reputation of Southwest Tech.
- Using internet technologies for the purposes of cheating.
- Intentionally misusing any computer, computer system, or computer network, including the internet connection in a way that may cause damage.

The college reserves the right to review files and communications to maintain computer system integrity

POLICIES

and ensure that students and staff are using the college information technology resources responsibly. Users should have no expectation of privacy when using the college's technology resources."

[Source Link](#)

Student Handbook – Harassment Definition #1

Rating: Yellow **Category:** Harassment policies **Last Updated:** January 2016

Excerpt: "13. Bullying and cyberbullying – Bullying and cyberbullying are repeated and/or severe aggressive behaviors that intimidate or intentionally harm or control another person physically or emotionally.

14. Committing acts of harassment – Harassing behavior includes, but is not limited to verbal, written or physical conduct that is sufficiently serious (i.e. severe, persistent or pervasive) as to limit or deny an individual's ability to participate in or benefit from the college's programs."

[Source Link](#)

Student Handbook – Harassment Definition #2

Rating: Green **Category:** Harassment policies **Last Updated:** January 2016

Excerpt: "Sexual harassment is defined as unwelcome conduct of a sexual nature and constitutes sexual harassment if any of the following apply:

- Submission to such conduct is explicitly or implicitly made a term or condition of employment; or
- Submission to or rejection of such conduct affects decisions affecting employment; or
- Such conduct has the purpose or effect of creating a sexually hostile work environment.

The following are examples of unwelcome conduct which could violate this policy:

- Sexual advances or requests for sexual favors;
- Verbal conduct of a sexual nature, e.g., comments about an individual's body, physical attributes, sexual activities, etc.
- Displays of a sexual nature, e.g., calendars, photographs, magazines, etc.;
- Offensive sexual jokes.

Harassment, intimidation or bullying is defined as any gesture or written, verbal or physical act, or any use of electronic communication that

- is motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or,

POLICIES

- by any other distinguishing characteristic; and
- a reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his/her person or damage to his/her property; or
- has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the college."

[Source Link](#)

Facility Usage Policy – Political Activity

Rating: Red **Category:** Other policies **Last Updated:** January 2013

Excerpt: "Political Activity:

Candidates for political office must reserve and pay for facility use. Employees or student groups who wish to hold a political meeting must reserve and pay for facility use. Petitions may not be circulated on Southwest Tech premises. Solicitation for political support is prohibited on Southwest Tech premises."

[Source Link](#)

ST. NORBERT COLLEGE

OVERVIEW

School Name: St. Norbert College

Location: De Pere, WI

Website: <https://www.snc.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

(Note: Not all policies are reasonably accessible. Under FIRE guidelines, this is enough to warrant a “red” rating for the school.)

UNIVERSITY OF WISCONSIN (COLLEGE COURSES ONLINE)

OVERVIEW

School Name: University of Wisconsin (College Courses Online)

Location: WI

Website: <https://online.uwc.edu>

Category: Public, two year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

Mission – Vision

Rating: **Yellow** **Category:** Other **Last Updated:** June 2011

Excerpt: “The UW Colleges will be Wisconsin’s institution of access, innovation and quality in teaching, learning and community service.

In order to realize the mission, all members of the UW Colleges community have a responsibility to promote and a right to expect:

Respect for Persons

Basic to respect is the freedom of inquiry and expression – the right to be heard and the obligation to listen. Respect is mutual; it is founded on the recognition that members of the community are multifaceted with many gifts and challenges and come from diverse cultural and socioeconomic backgrounds. The campus environment should be free from intimidation and harassment. Disagreement within the community is expected to be resolved through a process of mutual respect.”

[Source Link](#)

UNIVERSITY OF WISCONSIN GREEN BAY – MANITOWOC CAMPUS

OVERVIEW

School Name: University of WI Green Bay – Manitowoc

Location: Manitowoc, WI

Website: <https://www.uwgb.edu/manitowoc>

Category: Public, two year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

UW-Green Bay | Manitowoc Campus Posting Policy

Rating: **Yellow**

Category: Posting policies

Last Updated: January 2011

Excerpt: “The University of Wisconsin-Green Bay, Manitowoc Campus recognizes the rights of all individuals of freedom of expression. This policy establishes procedures for the posting of all types of printed materials on the UW-Green Bay, Manitowoc Campus.

Where the policy does not address a specific question, it is expected that courtesy, good judgment and common sense will determine the course of action.

General Guidelines for Public and University Postings

1. No more than one poster or notice for the same event on each bulletin board.
2. Avoid placing posters on top of other posters.
3. Avoid posters larger than 11 x 17 on bulletin boards.
4. Any material to be posted that is not in English must have an English translation posted at the same location.
5. Posters with offensive content (including, but not limited to, hate speech, vulgarity, defamation of character, pornography) are not allowed and will be removed at the discretion of the Dean.
6. Posters that are clearly outdated will be removed.
7. Use only tacks or pushpins on bulletin boards and use only poster putty, blue tape, or removable poster tabs on other non-prohibited surfaces (see below).”

[Source Link](#)

UNIVERSITY OF WISCONSIN – PARKSIDE

OVERVIEW

School Name: University of WI – Parkside

Location: Kenosha, WI

Website: <https://www.uwp.edu>

Category: Public, four year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Red**

POLICIES

Campus Event Admission Policy

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “It is the philosophy of the University Administration that University funds and segregated fees should be used to support events which further the educational and cultural mission of the University, provide opportunities for social growth and cultural understanding, and serve the recreational needs of the campus community. Therefore, the admissions policy reflects the expectation that the campus community will be the primary audience at campus events.

Following are the University expectations for admission to campus events. The sponsoring organization may choose to narrow the audience further (for example, only admit students) if they feel it is more appropriate for their event.”

[Source Link](#)

Policies on Tolerance, Respect and Civility

Rating: **Yellow** **Category:** University Event Security Policy **Last Updated:** Unknown

Excerpt: “The University Administration has the responsibility for taking reasonable precautions to protect the safety of the members of the campus community and their guests while attending a campus function. Therefore, the Student Life and University Police staff are charged with the responsibility for reviewing all events held in the Student Center to assure that they do not represent an unreasonable risk to participants, other members of the campus community, or University property. Accordingly, the review will determine the risk involved and liability incurred, and whether and under what conditions it is appropriate to hold the event on campus. If the event is appropriate for the campus, a level of security shall be established that assures the safety of people and the security of property.”

[Source Link](#)

POLICIES

Policy on Designated Areas for Unplanned Campus “Free Speech” Events**Rating:** Red **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “To accommodate unplanned free speech events, the University has designated two areas on campus which can be utilized by any member of the campus community without advanced reservation. These areas are:

1. In the main complex: Student Center L1 Commuter Lounge across from the Student Involvement Center; and,
2. Outside the main complex: southwest cement seating wall on the Student Center Plaza between the Student Center and Molinaro Hall.

In the event that a free speech area is not available, the University, through University Reservations/Conference and Event Services, will make an effort to find an alternative location.”

[Source Link](#)

Gender/Equality Language Policy**Rating:** Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Language used in all aspects of job related communication, including but not limited to all official correspondence (both internal and external), official publications and reports, news releases, audio-visual programs used to portray and/or represent the University, and public comments and/or presentations made as the University’s representative, shall address all people with respect and dignity and shall avoid stereotypes, discriminatory references, and words or phrases generally known to give offense.”

[Source Link](#)

Guidance on Political Activities**Rating:** Green **Category:** Political activities **Last Updated:** 10/2016

Excerpt: “4. Can student organizations urge students to vote? What about voting for a particular party or for a particular candidate?”

Yes. Student organizations are encouraged to help educate and inform students about upcoming elections, including urging students to exercise their right to vote. Student organizations are also free to express their views about the parties and candidates, and to urge voting for particular parties or candidates, and—as noted above—to sponsor events for candidates so long as they comply with rules governing the use of university facilities.

Please note that state law strictly prohibits the use of state-owned buildings for political fundraising. See Wis. Stat. § IL.1 207. In addition, student organizations that have federal tax-exempt status may be subject to additional restrictions on political activity. See IRS Publication “Election Year Issues” (<http://www.irs.gov/pub/irs-tege/eotopici02.pdf>).

POLICIES

5. As a university student, may I display a partisan political sign in my residence hall room?

Yes. So long as you comply with university and residence hall policies governing the posting of signs in dormitory rooms, and any other applicable time, place, and manner restrictions, such activity would be permissible. See, Wis. Admin. Code uws § 18.08(9).”

[Source Link](#)

UNIVERSITY OF WISCONSIN – PLATTEVILLE

OVERVIEW

School Name: University of WI – Platteville

Location: Platteville, WI

Website: <https://www.uwplatt.edu/>

Category: Public, four year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

Commitment to Academic Freedom and Freedom of Expression

Rating: **Yellow** **Category:** Advertised commitment to free expression **Last Updated:** Unknown

Excerpt: “[UWP adopts the UW System policy.]”

Discrimination and Harassment

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** August 2019

Excerpt: “The University of Wisconsin-Platteville will not tolerate discrimination or harassment by or toward students, employees, and guests on the basis of sex, race, religion, color, creed, disability, sexual orientation, gender identity or expression, national origin, ancestry, age, marital status, pregnancy, political affiliation, arrest or conviction record, veterans status, or any other prohibited basis defined by federal or state law or University of Wisconsin System policy. Discrimination and harassment are inconsistent with UW-Platteville’s efforts to foster an environment of respect for all members of the university community. Incidents of discriminatory conduct are detrimental to the individuals directly involved and diminish the university community as a whole. It is, therefore, the policy of the University of Wisconsin-Platteville that such behavior will not be tolerated and will be dealt with according to the procedures outlined below. Retaliation for filing a complaint of discrimination or harassment is also a form of harassment and is therefore prohibited.”

[Source Link](#)

Bias and Hate Incidents

Rating: **Yellow** **Category:** Policies on “bias” and “hate speech” **Last Updated:** July 2018

Excerpt: “Behavior to anyone in our community that might be single or multiple acts toward an individual, group, or their property that are so severe, pervasive, and objectively offensive that they create

POLICIES

an unreasonably intimidating, hostile, or offensive work, learning, or program environment, and that one could reasonably conclude are based upon actual or perceived age, race, color, creed, religion, gender identity or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, marital status, spirituality, cultural, socio-economic status, or any combination of these or other related factors.

Acts may be considered bias even when presented as a joke, prank, or delivered with humorous intent. Examples include, but are not limited to: slurs, epithets, name calling, use of degrading language, graffiti, harassment, or coercion directed at a targeted person or group. This includes verbal, electronic (text, Facebook, etc.) and written forms of communication.

Although the expression of an idea or point of view may be offensive or inflammatory to some, it is not necessarily a violation of law or university policy. The university values and embraces the ideals of freedom of inquiry, freedom of thought, and freedom of expression, all of which must be vitally sustained in a community of scholars. While these freedoms protect controversial ideas and differing views, and sometimes even offensive and hurtful words, they do not protect acts of misconduct that violate criminal law or university policy.

Residence halls are considered a non-public forum related to the First Amendment. The department mission is to build safe, inclusive environments. If the actions in question are incompatible with this mission, Residence Life reserves the right to limit those actions (The First Amendment on Campus, Bird, Mackin, & Schuster, 2006).

Any such action will result in Residence Life response and may result in police or Dean of Students response. In addition, actions deemed biased in nature will be referred to the University Bias Incident Team for review.”

[Source Link](#)

Display of Christmas Trees and Religious Holiday Symbols on Campus

Rating: Yellow **Category:** Other **Last Updated:** December 2009

Excerpt: “As the holiday season approaches, questions naturally arise concerning the permissibility of displaying Christmas trees and other holiday decorations on campus. The concern is that certain types of holiday and religious displays may violate constitutional restrictions respecting the separation of church and state. This memorandum is intended to clarify what types of holiday displays are permissible on university property, including in employee offices and cubicles.

The display of Christmas trees, nativity scenes and menorahs ‘has generally been upheld by courts against legal challenges if they appear as part of a larger display devoted to the celebration of pluralism and freedom, or are used to promote tolerance and respect for diverse customs. However, any holiday display with an overtly religious symbol (such as a nativity scene or a menorah) should include at least one other religious symbol from a different religious tradition. The legal validity of these displays is premised on the notion that they do not represent an endorsement of any particular religion or religion in general. The university is not required, however, to display any particular symbol of a religious nature requested by students, staff or the public.

Any message that might accompany a holiday display should be secular. Courts have upheld messages that celebrate pluralism and liberty, and do not promote the observance of any religion.

POLICIES

Displays of religious décor and symbols inside employees' offices and cubicles are generally permissible. . . Under certain circumstances, however, restrictions on religious displays may be appropriate such as in the office of a high-ranking university official where the display may be interpreted as an endorsement by the University of a particular religion or religions.

If the campus has a public forum designated for free speech purposes available throughout the year, the university cannot restrict its use during the holiday season to prevent the display of holiday symbols or messages,' other than for time, place and manner.”

[Source Link](#)

Posting Policy

Rating: Red **Category:** Posting policies **Last Updated:** June 2019

Excerpt: “All postings from student organizations, businesses, individuals, and non-UW-Platteville recognized groups may submit only two posting for each hall’s lobby. All postings must be brought to the Department of Residence Life for approval. The department will review all postings to ensure compliance with UW-Platteville policies . . . :

Residence hall communities have both the right and the responsibility to regulate the “public” side of room doors. Residence halls are considered a non-public form related to the first amendment. Materials placed on the public side of room doors must be in compliance with UW-Platteville policies. . . The department mission is to build safe, inclusive environments. If the actions in question are incompatible with this mission, Residence Life reserves the right to limit those actions (The First Amendment On Campus, Bird, Mackin, and Schuster, 2006).”

[Source Link](#)

Sidewalk Chalking Policy

Rating: Yellow **Category:** Posting policies **Last Updated:** July 2018

Excerpt: “The content of chalked messages must be in compliance with UW-Platteville policies . . . ”

[Source Link](#)

UNIVERSITY OF WISCONSIN – RIVER FALLS

OVERVIEW

School Name: University of WI – River Falls

Location: River Falls, WI

Website: <https://www.uwrf.edu>

Category: Public, four year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

Non-Academic Misconduct

Rating: **Green** **Category:** Harassment **Last Updated:** June 2016

Excerpt: “Student non-academic disciplinary procedures at UW-River Falls include protections and processes that appear within [UWS 17](#).”

[Source Link](#); see also [Source Link](#)

Conduct on University Lands – Offenses Against Public Peace and Order – Computer Use

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** April 2016

Excerpt: “(e) No person may, with intent to harass or annoy another person, send a message to the person on an electronic mail or other computerized communication system while intentionally preventing or attempting to prevent the disclosure of his or her own identity.

(f) No person may, while intentionally preventing or attempting to prevent the disclosure of his or her identity and with intent to harass or annoy another person, send a message on an electronic mail or other computerized communication system with the reasonable expectation that the person will receive the message.”

[Source Link](#)

POLICIES

Conduct on University Lands – Offenses Against Public Peace and Order – Improper Use Of Telephones

Rating: Yellow **Category:** Internet usage policies **Last Updated:** April 2016

Excerpt: “(e) No person, with the intent to harass any person at the called number, may make a telephone call, whether or not conversation ensues, without disclosing his or her identity.”

[Source Link](#)

Conduct on University Lands – Offenses Against Public Peace and Order – Picketing, Rallies, Parades, Demonstrations and Other Assemblies

Rating: Yellow **Category:** Protest and demonstration policies **Last Updated:** April 2016

Excerpt: “No group, not authorized to do so by the person in immediate charge of the room, or by a person designated by the chief administrative officer to approve requests for the use of rooms for meetings, may enter or occupy any university building or part thereof.

No group may assemble immediately outside rooms at times when they are normally in use for classes, study, or research.

No signs supported by standards or sticks shall be permitted in any assembly in a university building.”

[Source Link](#)

Commitment to Academic Freedom

Rating: Yellow **Category:** Academic freedom **Last Updated:** NA

Excerpt: “Academic freedom includes the freedom to explore all avenues of scholarship, research, and creative expression, and to reach conclusions according to one’s own scholarly discernment. Freedom of expression includes the right to discuss and present scholarly opinions and conclusions on all matters both in and outside the classroom. These freedoms include the right to speak and write as a member of the university community or as a private citizen without institutional discipline or restraint, on scholarly matters, or on matters of public concern. The UW System is committed to these principles and provides all members of the university community the broadest possible latitude to explore ideas and to speak, write, listen, challenge, and learn.

Students and employees have the freedom to discuss any problem that presents itself, as the First Amendment of the U.S. Constitution and Article I of the Wisconsin Constitution permit. Students and employees shall be permitted to assemble and engage in spontaneous expressive activity as long as such activity does not materially and substantially disrupt the functioning of an institution.”

[Source Link](#)

POLICIES

Annual Security Report**Rating:** Yellow **Category:** Bias policies **Last Updated:** 2018-2019**Excerpt: “Reporting Behavior Concerns:**

If you are concerned a community member (student, faculty, staff or visitor) is in crisis or contemplating harming themselves or others, or about actions you believe may be bias motivated

We Encourage You to Report Such Incidents to:

Student Conduct and Community Standards 715-425-4844 For student behaviors

Human Resources 715-425-3518 For employee behaviors

University Police / Pierce County Comm. Center 715-273-5051 If you suspect possible immediate harm call 911

...

Examples of Behaviors to Report Include:

...

- Bias motivated incidents, which may include but not be limited to the use of degrading language or slurs, spoken or written.

If you are unsure as to whether or not the behavior warrants reporting, we ask that you still call. . . .

Violence and Threats**Policy**

UW–River Falls will not tolerate any act or threat of violence made in the workplace, on university lands, or while in work status. After receiving a report of threats or violence, the University will conduct an immediate investigation and respond with the appropriate action. *A copy of this policy is available in Appendix “C” of this report.*

Reports

All students, faculty and staff are encouraged to report behaviors which are of concern or a person in crisis, contemplating or threatening harm to themselves or others; or actions you believe may be bias motivated.”

[Source Link](#)**Report It!****Rating:** Yellow **Category:** Bias policies **Last Updated:** NA**Excerpt:** “Bias or Hate Incidents

Use this form if you have experienced or witnessed an act that you believe discriminates, stereotypes, harasses, or excludes anyone based on their identity, including, but not limited to: economic status, ethnic background, political views, sexual orientation, gender identity or expression, religion, age, disability,

POLICIES

pregnancy, marital or parental status, arrest record, conviction record, military service, veteran status, or any other category protected by law.”

[Source Link](#)

Gender Pronouns

Rating: Yellow **Category:** Other **Last Updated:** NA

Excerpt: “In your classes, you may hear one of your students using the wrong pronoun for someone. In most cases, it is appropriate to gently correct them without further embarrassing the individual who has been mis-gendered. This means saying something like ‘Actually Xena uses the pronoun she or they,’ and then moving on. If other students or faculty are consistently using the wrong pronouns for someone, do not ignore it! It is important to let your student or classmate know that you are their ally.

It may also be appropriate to approach them and say something like, “I noticed that you were getting referred to with the wrong pronouns earlier, and I know that can be hurtful. Would you be okay with me taking them aside and reminding them about your personal pronouns?”

[Source Link](#)

Bias Education and Response Team

Rating: Yellow **Category:** Bias policies **Last Updated:** NA

Excerpt: “The above definition is used for reporting and statistical purpose only. It carries no independent sanctioning weight or authority.

Although the expression of an idea or point of view may be offensive or inflammatory to some, it is not necessarily a violation of law or university policy. The university values and embraces the ideals of freedom of inquiry, freedom of thought, and freedom of expression, all of which must be vitally sustained in a community of scholars. While these freedoms protect controversial ideas and differing views, and sometimes even offensive and hurtful words, they do not protect acts of misconduct that violate criminal law or university policy.

Definition of bias and hate: Single or multiple acts toward an individual, group, or their property that are so severe, pervasive, and objectively offensive that they create an unreasonably intimidating, hostile, or offensive work, learning, or program environment, and that one could reasonably conclude are based upon actual or perceived age, race, color, creed, religion, gender identity or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, marital status, spirituality, cultural, socio-economic status, or any combination of these or other related factors. Bias and hate incidents include, but are not limited to the following, when they rise to the level of the standard set forth above: slurs, degrading language, epithets, graffiti, vandalism, intimidation, symbols, and harassment that are directed toward or affect the targeted individual or team. Incidents of bias and hate contribute to a hostile campus environment and can occur even if the act itself is unintentional or delivered as a joke, prank, or having humorous intent.

...

POLICIES

Incidents of bias and hate can include, but are not limited to: slurs, degrading language, epithets, graffiti, vandalism, intimidation, symbols, and harassment; that are directed toward or affect the targeted individual or group. Bias and hate incidents are those that are based upon actual or perceived age, race, color, creed, religion, gender identity or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, marital status, spirituality, cultural, socio-economic status, or any combination of these or other factors.”

[Source Link](#)

Social Media

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** April 2017

Excerpt: “Exercise discretion, thoughtfulness and respect for your colleagues, associates and the university’s supporters, alumni, community, and social media followers. • Please refrain from posting in a disparaging or speculative manner on university employees, policies, operations, or sensitive or confidential issues. A healthy dialog with constructive criticism can be useful, but beware of dialogue that might be seen as belittling or ridiculing the institution, your colleagues or our students.

...

Failure to adhere to the provisions of this policy may result in appropriate disciplinary action as provided under existing procedures applicable to students, faculty, and staff, and/or civil or criminal prosecution.

[Source Link](#)

UNIVERSITY OF WISCONSIN – STEVENS POINT

OVERVIEW

School Name: University of WI – Stevens Point

Location: Stevens Point, WI

Website: <https://www.uwsp.edu>

Category: Public, four year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

Definition of Discriminatory Harassment

Rating: **Yellow**

Category: Harassment policies

Last Updated: 2019

Excerpt: “Discriminatory Harassment: Is a form of discrimination consisting of unwelcome verbal, written, graphic or physical conduct that:

1. Is directed at an individual or group of individuals on the basis of the individual or group of individuals’ actual or perceived protected status, or affiliation or association with person(s) within a protected status (as defined herein above); and
2. Is sufficiently severe or pervasive so as to interfere with an individual’s employment, education or academic environment or participation in institution programs or activities and creates a working, learning, program or activity environment that a reasonable person would find intimidating, offensive or hostile.

To constitute prohibited harassment, the conduct must be both objectively and subjectively harassing in nature. Harassment may include but is not limited to verbal or physical attacks, threats, slurs or derogatory or offensive comments that meet the definition set forth herein. Harassment does not have to be targeted at a particular individual in order to create a harassing environment, nor must the conduct result in a tangible injury to be considered a violation of this policy. Whether the alleged conduct constitutes prohibited harassment depends on the totality of the particular circumstances, including the nature, frequency and duration of the conduct in question, the location and context in which it occurs and the status of the individuals involved.”

[Source Link](#)

Definition of Sexual Harassment

Rating: **Green**

Category: Harassment policies

Last Updated: 2019

Excerpt: “Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal

POLICIES

or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience, (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such an individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. [Adapted from 29 C.F.R. § 1604.11 (1980).]

[Source Link](#)

Posting Policy

Rating: Green **Category:** Posting policies **Last Updated:** 1989

Excerpt: "UWSP Posting Policy

(Excerpt from UWSP Posting Policy, as passed by Faculty Senate, revised 1989)

- All materials to be posted must conform to statutory and institutional requirements pertaining to community standards and commercial solicitation.
- All advertising materials to be posted must have the name of the recognized campus organization or department clearly identified as the sponsoring group.
- Responsibility for interpreting the University posting policy, as approved by the Faculty Senate, shall reside with the Director of the University Centers.
- All bulletin boards are limited to one poster per event. Posting is on a first come, first served basis, within space limitations. Only tacks or staples may be used for posting. Posted materials must be removed upon the expiration date by the sponsoring organization.
- Materials for specific events must be dated, and may not be posted until four weeks prior to the event.
- Oversized posters may not be posted until seven days before the event. Posted materials are the responsibility of the sponsoring organization or department.

The University accepts no responsibility for posted materials or the contents thereof, nor any liability for such materials, nor any responsibility for the destruction of any posted materials. The University does reserve the right to remove destroyed and severely damaged material, as well as, outdated posters."

[Source Link](#)

Chapter UWS 18: Conduct on University Lands – Computer Use Policy

Rating: Yellow **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: "18.11(1) Computer Use.

18.11(1)(a) No person may, with intent to harass, annoy or offend another person, send a message to the person on an electronic mail or other computerized communication system and in that message use any obscene, lewd or profane language or suggest any lewd or lascivious act.

POLICIES

18.11(1)(b) No person may, with intent to harass, annoy or offend another person, send a message on an electronic mail or other computerized communication system with the reasonable expectation that the person will receive the message and in that message use any obscene, lewd or profane language or suggest any lewd or lascivious act.

18.11(1)(c) No person may, with intent solely to harass another person, send repeated messages to the person on an electronic mail or other computerized communication system.

18.11(1)(d) No person may, with intent solely to harass another person, send repeated messages on an electronic mail or other computerized communication system with the reasonable expectation that the person will receive the messages.

18.11(1)(e) No person may, with intent to harass or annoy another person, send a message to the person on an electronic mail or other computerized communication system while intentionally preventing or attempting to prevent the disclosure of his or her own identity.

18.11(1)(f) No person may, while intentionally preventing or attempting to prevent the disclosure of his or her identity and with intent to harass or annoy another person, send a message on an electronic mail or other computerized communication system with the reasonable expectation that the person will receive the message.

18.11(1)(g) No person may knowingly permit or direct another person to send a message prohibited by this subsection from any computer terminal or other device that is used to send messages on an electronic mail or other computerized communication system and that is under his or her control.”

[Source Link](#)

Guidance on Political Activities

Rating: Green **Category:** Political activities **Last Updated:** 2016

Excerpt: “4. Can student organizations urge students to vote? What about voting for a particular party or for a particular candidate?”

Yes. Student organizations are encouraged to help educate and inform students about upcoming elections, including urging students to exercise their right to vote. Student organizations are also free to express their views about the parties and candidates, and to urge voting for particular parties or candidates, and—as noted above—to sponsor events for candidates so long as they comply with rules governing the use of university facilities.

Please note that state law strictly prohibits the use of state-owned buildings for political fundraising. See Wis. Stat. § LL.1 207. In addition, student organizations that have federal tax-exempt status may be subject to additional restrictions on political activity. See IRS Publication “Election Year Issues” (<http://www.irs.gov/pub/irs-tege/eotopici02.pdf>).

5. As a university student, may I display a partisan political sign in my residence hall room?

Yes. So long as you comply with university and residence hall policies governing the posting of signs in dormitory rooms, and any other applicable time, place, and manner restrictions, such activity would be permissible. See, Wis. Admin. Code uws § 18.08(9).”

[Source Link](#)

POLICIES

Chapter UWS 18: Conduct on University Lands – Solicitation

Rating: Green **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “18.11(8) Selling, Peddling and Soliciting. No person may sell, peddle or solicit for the sale of goods, services, or contributions on any university lands except in the case of:

18.11(8)(a) Specific permission in advance from a specific university office or the occupant of a university house, apartment, or residence hall for a person engaged in that activity to come to that particular office, house, apartment, or residence hall for that purpose.

18.11(8)(b) Sales by an individual of personal property owned or acquired by the seller primarily for his/her own use pursuant to an allocation of space for that purpose by an authorized university official.

18.11(8)(c) Sales of newspapers and similar printed matter outside university buildings.

18.11(8)(d) Subscription, membership, ticket sales solicitation, fund-raising, selling, and soliciting activities by or under the sponsorship of a university or registered student organization pursuant to a contract with the university for the allocation or rental of space for that purpose.

18.11(8)(e) Admission events in a university building pursuant to contract with the university, and food, beverage or other concessions conducted pursuant to a contract with the university.

18.11(8)(f) Solicitation of political contributions under Ch. 11, Stats. and institutional regulations governing time, place and manner.”

[Source Link](#)

Chapter UWS 18: Conduct on University Lands – Campaigning in State-Owned Residence Halls

Rating: Yellow **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “18.11(9) Campaigning in State-Owned Residence Halls.

18.11(9)(a) The residence halls students of each institution, subject to the approval of the chief administrative officer, shall establish policies and procedures assuring that political literature may be distributed and political campaigning may be conducted in state-owned residence halls consistent with the rights of residence halls students, and prescribing the time, place and manner in which these activities may be conducted.

18.11(9)(b) Where appropriate and consistent with the rights of residence halls students, the policies and procedures developed under this subsection shall apply to all residence halls at an institution. Matters to be addressed in institutional policies and procedures shall include at least the following:

1. The hours of the day and the time of year, if any, to which particular activities shall be limited.
2. The locations in residence halls, if any, to which particular activities shall be limited.
3. Any requirement for registering or obtaining permission to enter a residence hall before engaging in a particular activity.

POLICIES

18.11(9)(c) Notwithstanding s. UWSP 18.14, institutional policies and procedures developed pursuant to this subsection shall be reported to the board of regents for approval.

18.11(9)(d) Institutional policies and procedures developed pursuant to this subsection shall be available at each residence hall, at the office of each chief administrative officer of an institution, and at the office of the secretary to the board of regents.”

[Source Link](#)

Resident Life Handbook – Hate Crimes/Bias Incidents

Rating: Yellow **Category:** Policies on ‘bias’ and ‘hate speech’ **Last Updated:** 2019

Excerpt: “Hate Crimes/Bias Incident: A hate crime is a criminal offense that is motivated, in whole or in part, by the offender’s bias against a race, religion, disability, sexual orientation, or ethnicity/national origin. A bias incident is conduct, speech, or expression motivated by bias against an individual’s actual or perceived race, national or ethnic origin, religion, disability, sexual orientation, gender identity or expression, or gender. Bias acts occur whether the act is intentional or unintentional or is directed toward an individual or group and may contribute to creating an unsafe/unwelcoming environment for victims and social identity groups. Bias acts are considered such even when presented as a joke, prank, or delivered with humorous intent. Examples include: slurs, epithets, name calling, use of degrading language, graffiti, harassment or coercion directed at a targeted person or group. Hate crimes and bias incidents are prohibited. To report a hate crime/bias incident: <https://www.uwsp.edu/dos/Pages/Bias-Hate-Incident.aspx> (UWSP Regent Policy 14)”

[Source Link](#)

UNIVERSITY OF WISCONSIN – SUPERIOR

OVERVIEW

School Name: University of WI – Superior

Location: Superior, WI

Website: <https://www.uwsuper.edu/index.cfm>

Category: Public, four year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Red**

POLICIES

Anti-Bullying/Harassment Policy

Rating: **Yellow**

Category: Harassment policies

Last Updated: July 2017

Excerpt: “The UW-Superior prohibits bullying and/or harassment in the campus community. Bullying/harassment is unacceptable in all working, learning, and service interactions. This policy applies to the University community including all employees, students, individuals using University resources or facilities, volunteers, and representatives acting as agents of the University.

...

Bullying/Harassment is defined as a continuous, unwanted malicious behavior which undermines an individual or group through persistent negative verbal, physical or psychological abuse. There is typically an element of vindictiveness and the behavior is calculated to threaten, undermine, patronize, humiliate, intimidate, or demean the recipient. Bullying is not about occasional differences of opinion, employee performance, conflicts or problems in workplace relationships. Though Harassment is defined in State Statute [947.013](#), act of physical or verbal harassment may be bullying even if it is not Discriminatory Harassment.”

[Source Link](#)

Discrimination/Sexual Harassment Policy

Rating: **Yellow**

Category: Harassment policies

Last Updated: May 1, 2014

Excerpt: “No student may be denied admission to, or participation in or the benefits of, or be discriminated against in any service, program, course or facility of the system or its institutions on the basis of race, color, creed, religion, age, sex, sexual orientation, gender identity or expression, national origin, ancestry, disability, pregnancy, marital or parental status, veteran status, or any other category protected by law, including physical condition and developmental disability as defined in Wisconsin Statutes § 51.01(5).

...

POLICIES

Due consideration will be given to the protection individual First Amendment rights to freedom of speech, expression, and academic freedom.

...

“Discrimination” is conduct that adversely affects any aspect of an individual’s employment, education, or participation in an institution’s activities or programs, or has the effect of denying equal privileges or treatment to an individual on the basis of one or more characteristics of that individual’s protected status or category and defined herein.

...

Discriminatory Harassment is a form of discrimination consisting of unwelcome verbal, written, graphic or physical conduct that: 1. Is directed at an individual or group of individuals on the basis of the individual or group of individuals’ actual or perceived protected status, or affiliation or association with person(s) within a protected status (as defined herein above); and 2. Is sufficiently severe or pervasive so as to interfere with an individual’s employment, education or academic environment or participation in institution programs or activities and creates a working, learning, program or activity environment that a reasonable person would find intimidating, offensive or hostile.”

[Source Link](#)

Dealing With Inappropriate Behavior by Staff and Students Q and A

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “‘Discriminatory conduct’ means intentional conduct by university employees or students, including physical conduct or expressive behavior, that explicitly demeans the race, sex, religion, color, creed, disability, sexual orientation, national origin, ancestry, age or other legally protected characteristic of an individual or individuals and (1) has the purpose or effect of interfering with the education, university-related work, or other university authorized activity of a university student, employee, official or guest; or (2) creates an intimidating, hostile or demeaning environment for education, university-related work, or other university authorized activity.

...

‘Sexual Harassment’ means unwelcome sexual advances, requests for sexual favors, and other physical conduct and expressive behavior of a sexual nature where: . . . (3) such conduct has the purpose or effect of substantially interfering with an individual’s academic or professional performance or creating an intimidating, hostile or demeaning employment or educational environment.”

[Source Link](#)

Respectful Campus Statement

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** May 15, 2017

Excerpt: “The University of Wisconsin-Superior is committed to providing a respectful campus, free of bullying, harassment, discrimination, violence, incivility, etc.

...

POLICIES

The University of Wisconsin-Superior strives to foster an environment that reflects courtesy, civility, and respectful communication. Such an environment promotes community, balance, learning, research, and productivity through relationship building. A respectful campus environment is absolutely necessary for the success of the University's mission to foster intellectual growth and career preparation within a liberal arts tradition. This tradition emphasizes individual attention, embodies respect for diverse cultures and multiple voices that engages the community and region.

Through this statement, the University of Wisconsin-Superior continues to reaffirm its commitment to the principle of a respectful campus for all while developing and sustaining programs that address equal opportunity, discrimination, etc. This respectful campus statement is made, not because we are required to, but because we are devoted to supporting a respectful campus."

[Source Link](#)

Sex Discrimination and Sexual Misconduct Policy (Title IX)

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** February 10, 2016

Excerpt: "**Sex Discrimination.** Occurs when a person has been treated inequitably based on sex or gender. Sexual misconduct, sexual harassment, sexual assault, stalking, dating violence, and domestic violence are also forms of sex discrimination.

...

Sexual Harassment. Conduct that is sexual in nature, is unwelcome, and denies or limits a student or employee's ability to participate in or benefit from the educational environment."

[Source Link](#)

UW-Superior Affirmative Action/Equal Opportunity Policies

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** February 2, 2015

Excerpt: "Harassment is verbal or physical conduct that hinders access to employment; interferes with an individual's work performance; or creates an intimidating, hostile, offensive or demeaning work environment."

[Source Link](#)

Yellowjacket Union – Solicitation and Sales

Rating: **Yellow** **Category:** Other **Last Updated:** Unknown

Excerpt: "Recognized student organizations and University departments or program areas may solicit in the building. Outside interests and private enterprises will be allowed to solicit only at the invitation of and under the sponsorship of a recognized student organization or University department or program area.

...

POLICIES

ALL solicitation must take place from a contact table reserved in advance. Solicitors must wait for people to inquire at their assigned space. Solicitors may not move through the building to confront patrons or verbally approach them in a forceful manner as they pass. This applies to materials for sale, materials to be given away free and to activities aimed at persuading people to a particular viewpoint or course of action.”

[Source Link](#)

Residence Life – Campaigning

Rating: **Yellow** **Category:** Protest and demonstration policies **Last Updated:** Unknown

Excerpt: “Only university departments, residence hall student organizations/interest groups/committees, and registered student organizations are permitted to engage in political campaigning (with limitations) in the residence halls. Door-to-door campaigning is prohibited.”

[Source Link](#)

Residence Life – Posting

Rating: **Yellow** **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “Only designated bulletin boards/areas should be used for posting information. Please see the Hall Manager for information about postings and for approval.”

[Source Link](#)

Residence Life – Solicitation

Rating: **Red** **Category:** Other **Last Updated:** Unknown

Excerpt: “No student or outside interest shall have the right to disturb or infringe upon the privacy of the residence hall students for the purpose of soliciting funds, ideas, or beliefs for any reason. Any organization wishing to provide information to the residents in the halls should contact the Director or Coordinator of Residence Life to receive authorization and information as to what is appropriate. Only recognized student organizations may post informational items in the halls with permission from the Hall Managers.”

[Source Link](#)

Residence Life – Quiet and Courtesy Hours

Rating: **Green** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “No noise from a room should be heard more than two doors away during the following times:

- Sunday to Thursday 10:00 pm to 10:00 am

POLICIES

- Friday and Saturday 12:00 am to 12:00 pm

...

Respect for others and courtesy hours are in effect 24 hours a day. Residents may be required to remove stereos, TVs, and other sound-producing equipment which cause disruptive noise. The Residence Life Department encourages the use of headphones. Students should refrain from door slamming, loud voices, and shouting as these sounds also disturb other residents.”

[Source Link](#)

Dean of Students – Harassment and Discrimination

Rating: Yellow **Category:** Harassment policies **Last Updated:** October 29, 2001

Excerpt: “The University of Wisconsin-Superior will not tolerate discriminatory conduct or sexual harassment by university employees, including administrators, faculty, staff, or by students.

...

- A. “Discriminatory Conduct” means intentional conduct by university employees or students, including physical conduct or expressive behavior, that explicitly demeans the race, sex, religion, color, creed, abilities, sexual orientation, national origin, ancestry, age or other legally protected characteristic of an individual or individuals and (a) has the purpose or effect of interfering with the education, university-related work, or other university authorized activity of a university student, employee, official or guest; or (b) creates an intimidating, hostile or demeaning environment for education, university-related work, or other university authorized activity.

...

The most useful behavioral definition of sexual harassment is “unwanted sexual or gender-based behavior that occurs when one person has formal or informal power over the other.” There are three major elements in this definition: (a) the behavior is unwanted or unwelcome (b) the behavior is sexual or related to the sex or gender of the harassed person (c) the behavior occurs in the context of a relationship when one person has more formal power than the other (such as a supervisor over an employee or a faculty member over a student) or more informal power (such as one peer over another).”

[Source Link](#)

Policy on Email and Other Electronic Communication

Rating: Green **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “People are encouraged to use electronic communication methods that are:

- minimally intrusive - pertinent to at least 30% of the recipients
- resource efficient - large messages should be linked from a server not replicated in an email message e.g. News and Event Calendar

If there is a need to send message to multiple recipients, consider the following:

POLICIES

- Is it University Business?
- Is the issue/activity open to the public?
- Is it possible to send it through a smaller, more focused distribution list to which the message best applies?
- Replies should be made to the sender, not the whole group.”

[Source Link](#)

University Pledge

Rating: **Yellow** **Category:** Policies on “bias” and “hate speech” **Last Updated:** March 2007

Excerpt: “By choosing to join this community, I accept the obligation to live by and commit myself to the following principles: . . . Respect - I will challenge myself to understand the unique views and life experience of others and will treat each individual with respect and dignity.”

[Source Link](#)

Hate/Bias Incident Reporting

Rating: **Yellow** **Category:** Policies on “bias” and “hate speech” **Last Updated:** Unknown

Excerpt: “Hate/Bias Incident Reporting Incidents of hate and/or bias are taken seriously at Western. Every person at Western has the right to a safe learning environment. The College will address behaviors of intolerance. Students are encouraged to confidentially report incidents of hate and/or bias to help the College understand the campus climate and help to work toward an environment where everyone feels welcome. The identity of the victim(s) will be kept confidential. A reporting form can be found on the Western website under the Student Rights and Concerns sections. Completing the form will not necessarily result in college action or referral for criminal action. However, the type of incident and/or the impacted party’s willingness to take further action may determine if additional steps will be taken. You may also contact the Student Life Office (608) 785-9445 or Security (608) 785-9191 directly for help.”

[Source Link](#)

Bias Incident Reporting

Rating: **Yellow** **Category:** Policies on “bias” and “hate speech” **Last Updated:** Unknown

Excerpt: “Bias Incident Response Team is designed to provide information about reporting bias incidents and/or hate crimes and to outline the procedures the University will follow in response to such reported incidents. Through this team and established protocol the University will respond appropriately by supporting the target(s) of such acts. The response includes conducting a review of the situation; if necessary, referring respondents to appropriate conduct body for action against the person(s) found

POLICIES

to be responsible; advising the UW-Superior community of the occurrence when appropriate; and implementing programs that educate against, prevent, and eliminate acts of bias and hate.

...

A bias incident is characterized as a behavior or act – verbal, written, or physical – which is directed against or targets an individual or group based on perceived or actual characteristics such as race, color, religious belief, sex, marital status, sexual orientation, gender identity or expression, national or ethnic origin, religion, disability, veteran status, or age. Bias incidents may be engaged intentionally or unintentionally.”

[Source Link](#)

UNIVERSITY OF WISCONSIN SYSTEM

OVERVIEW

School Name: University of Wisconsin System

Location: WI

Website: <https://www.wisconsin.edu>

Category: Public, four and two year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

Commitment to Academic Freedom and Freedom of Expression

Rating: **Yellow**

Category: Advertised commitment to free expression

Last Updated: October 2017

Excerpt: "1. Commitment

The Board of Regents of the University of Wisconsin System has a longstanding tradition of support for academic freedom, dating back to 1894 and the famous "sifting and winnowing" statement contained in the University of Wisconsin Board of Regents' Final Report on the Trial of Richard Ely. The Board of Regents of the University of Wisconsin System hereby reiterates its commitment to the principle of academic freedom and affirms its commitment to the principle of freedom of expression.

Academic freedom includes the freedom to explore all avenues of scholarship, research, and creative expression, and to reach conclusions according to one's own scholarly discernment. Freedom of expression includes the right to discuss and present scholarly opinions and conclusions on all matters both in and outside the classroom. These freedoms include the right to speak and write as a member of the university community or as a private citizen without institutional discipline or restraint, on scholarly matters, or on matters of public concern. The UW System is committed to these principles and provides all members of the university community the broadest possible latitude to explore ideas and to speak, write, listen, challenge, and learn.

Of course, different ideas in the university community will often and quite naturally conflict. But it is not the proper role of the university to attempt to shield individuals from ideas and opinions they, or others, find unwelcome, disagreeable, or even deeply offensive. Although the university greatly values civility, concerns about civility and mutual respect can never be used as justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members within the university community.

The freedom to debate and discuss the merits of competing ideas does not mean that members of the university community may say whatever they wish, wherever they wish. Consistent with longstanding practice informed by law, institutions within the System may restrict expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or discriminatory harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the functioning of the university. In addition, the institutions may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt ordinary activities. But these

POLICIES

are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions never be used in a manner that is inconsistent with each institution's commitment to a completely free and open discussion of ideas.

These principles carry responsibilities. Academic freedom carries the responsibility for the faithful performance of professional duties and obligations. All members of the university community at each of the institutions in the University of Wisconsin System share in the responsibility for maintaining civility and a climate of mutual respect. Although members of the university community at each institution are free to criticize and contest the views expressed on campus, they may not obstruct or otherwise interfere with the freedom of others, including speakers who are invited to campus, to express views they reject or even loathe. Freedom of expression also carries the obligation to make clear that when speaking on matters of public interest or concern, one is speaking on behalf of oneself, not the institution.

Each institution in the University of Wisconsin System has a solemn responsibility not only to promote lively and fearless exploration, deliberation, and debate of ideas, but also to protect those freedoms when others attempt to restrict them. Exploration, deliberation, and debate may not be suppressed because the ideas put forth are thought by some or even by most members of the university community (or those outside the community) to be offensive, unwise, immoral, or wrong-headed. It is for the members of the university community, not for the institution itself, to make those judgments for themselves, and to act on those judgments not by seeking to suppress exploration of ideas or expression of speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the university community to engage in such debate and deliberation in an effective and responsible manner is an essential part of each institution's educational mission.

Accordingly, the University of Wisconsin System Board of Regents expresses its expectation that the principles of academic freedom and freedom of expression will be upheld because today, as previously stated by Regents on September 18, 1894: 'Whatever may be the limitations which trammel inquiry elsewhere, we believe the great state University of Wisconsin should ever encourage that continual and fearless sifting and winnowing by which alone the truth can be found.'

2. Conduct on University Lands; Student and Employee Discipline

Chapters UWS 17 (Student Nonacademic Misconduct Procedures) and UWS 18 (Conduct on University Lands) of the Wisconsin Administrative Code and other relevant Administrative Code provisions, UW System and UW institution policies, and State statutes govern the conduct of students, employees, and visitors on all real property owned or leased by, or otherwise under the control of the Board of Regents. These Administrative Code provisions, statutes and policies provide UW institutions with authority to address disruptive behavior by students, employees, and visitors.

Chapter UWS 17.09 describes misconduct that may subject a student to discipline, including but not limited to: disruption of university-authorized activities; dangerous conduct; unauthorized use of or damage to property; violation of criminal law; serious and repeated violations of municipal law; violation of university rules; and violation of Chapter UWS 18. Chapter UWS 17.10(1) contains a range of disciplinary sanctions for students under the jurisdiction of the institution who engage in violent or other disorderly conduct that materially and substantially disrupts the free expression of others.

Chapter UWS 18 describes misconduct that may subject a student or an employee to discipline, and that may subject students, employees, and campus visitors to municipal fines or criminal sanctions, including but not limited to Chapter UWS 18.10 (offenses against public safety), Chapter UWS 18.07 (use of campus facilities), and Chapter UWS 18.11 (offenses against public peace and order). Chapter UWS 18.13 describes forfeiture penalties for violation of certain sections of Chapter UWS 18.

POLICIES

Students charged with misconduct by the University shall be provided the procedural protections in Chapter UWS 17 and parallel UW institution policies. Those protections include, but are not limited to: the right to a written report detailing the alleged misconduct, describing all information available to the university regarding the alleged misconduct, and specifying the sanction sought; the right to a hearing before an impartial hearing examiner or hearing committee; the right to question adverse witnesses; the right to present information and witnesses; the right to be heard; the right to be accompanied by an advisor who may be an attorney; and the right to an appeal.

A formal investigation and disciplinary hearing is required the second time a formal complaint alleges a student has engaged in violent or other disorderly misconduct that materially and substantially disrupted the free expression of others. Any student who has twice been found responsible for misconduct that materially and substantially disrupted the free expression of others at any time during the student's enrollment shall be suspended for a minimum of one semester. Any student who has thrice been found responsible for misconduct that materially and substantially disrupted the free expression of others at any time during the student's enrollment shall be expelled. This paragraph shall be effective upon amendment of Chapter UWS 17 of the Wisconsin Administrative Code under Chapter 227 of the Wisconsin Statutes to include a parallel provision. The report regarding repeat violators described in Section 5 of this policy will not be required after the effective date of the amendment to Chapter UWS 17.

Employees charged with misconduct described in Chapter UWS 18 and UW institution policies governing employee conduct shall be provided the procedural protections in applicable Wisconsin Administrative Code sections and UW institution policies.

3. Freedom of Expression

Students and employees have the freedom to discuss any problem that presents itself, as the First Amendment of the U.S. Constitution and Article I of the Wisconsin Constitution permit. Students and employees shall be permitted to assemble and engage in spontaneous expressive activity as long as such activity does not materially and substantially disrupt the functioning of an institution.

Protests and demonstrations that materially and substantially disrupt the rights of others to engage in or listen to expressive activity shall not be permitted and shall be subject to sanction. This policy shall not prohibit administrators, faculty, or other instructors from maintaining order. Access to UW institutions for purposes of free speech and expression shall occur within the limits of reasonable viewpoint-neutral and content-neutral restrictions on time, place, and manner of expression and the provisions of Chapter UWS 21 (Use of University Facilities) of the Wisconsin Administrative Code.

4. Restriction of Expression

UW institutions may restrict expressive activity not protected by the First Amendment of the U.S. Constitution or Article I of the Wisconsin Constitution, including any of the following:

- a. Violations of state or federal law.
- b. Discriminatory harassment.
- c. Sexual harassment.
- d. True threats.
- e. An unjustifiable invasion of privacy or confidentiality.
- f. An action that materially and substantially disrupts the function of an institution.

POLICIES

- g. A violation of a reasonable time, place, and manner restriction on expressive activities.

Nothing in this policy shall be construed to prevent institutions from regulating speech or activity as allowed by law.

5. Accountability

Annual Report: The Wisconsin Constitution recognizes in Article I, Section 3, that ‘Every person may freely speak, write, and publish his sentiments on all subjects, being responsible for the abuse of that right,’ and in Article I, Section 4, that the ‘[R]ight of the people peaceably to assemble, to consult for the common good, and to petition the government, or any department thereof, shall never be abridged.’ The First Amendment to the U.S. Constitution provides parallel protection for these rights. Upholding the constitutional rights of persons who have differing viewpoints can be challenging within the academy and elsewhere.

The UW System shall report annually to the Board of Regents regarding the efforts of its institutions to uphold the principles expressed in this policy and to fulfill the Board’s Commitment to Academic Freedom and Freedom of Expression. The UW System’s report shall describe any affirmative steps its institutions have taken in furtherance of the Board’s Commitment, as well as any material barriers to these freedoms within the System and steps being taken to remove those barriers. The report also shall describe any formal complaints of violations of these freedoms during the reporting period and the administrative response to those complaints, including any disciplinary proceedings involving students or employees. The report shall comply with all federal and state law privacy protections for students and employees.

Report Regarding Repeat Violators: Until the proposed Chapter 227 rulemaking described in section 2 of this policy is completed, if a UW institution does not suspend or expel a student who has been found responsible through the student disciplinary process on two or more occasions of materially and substantially disrupting the expressive rights of others at any time during the student’s enrollment, the UW institution’s chancellor shall report to the Board of Regents regarding the disciplinary process and decision. The report shall comply with all federal and state law privacy protections for students.

6. Neutrality

Each UW institution shall not take action, as an institution, in such a way as to require students or employees to express a particular view on a public policy issue.

7. New Student Orientation

Each UW institution shall include in orientation for freshman and transfer students information regarding freedom of expression consistent with this policy.

8. Notice

Each UW institution annually shall provide notice to all enrolled students and employees informing them of this policy.

9. Inconsistent Policies

This policy supersedes and nullifies any provisions in the policies of a UW institution that improperly restrict speech at that institution and are, therefore, inconsistent with the policy. Each UW institution shall remove or revise any such provisions in its policies to ensure compatibility with this Board policy.”

[Source Link](#)

POLICIES

Discrimination, Harassment, and Retaliation

Rating: Green **Category:** Harassment policies **Last Updated:** June 2018

Excerpt: “It is the policy of the Board of Regents that the University of Wisconsin System maintain an academic and work environment free of discrimination, discriminatory harassment, or retaliation for all students and employees. Discrimination is inconsistent with the efforts of the University of Wisconsin System to foster an environment of respect for the dignity and worth of all members of the university community and to eliminate all manifestations of discrimination within the university. The Board is also committed to the protection of individual rights under the First Amendment (and related principles of academic freedom) and to preserving the widest possible dialogue within its educational environment.

...

University of Wisconsin System institutions shall have: (1) policies and procedures consistent with this Board policy for the prevention and prohibition of discrimination, harassment and retaliation against students or employees; and (2) procedures in place to ensure prompt corrective action whenever discrimination, harassment or retaliation may occur.

A. Institutional policies and procedures shall, at a minimum, contain the following provisions:

...

A statement that specific incidents of alleged discrimination or discriminatory harassment will be reviewed on a case-by-case basis in accordance with the procedures developed by each institution. Due consideration will be given to the protection of individual First Amendment rights to freedom of speech, expression, and academic freedom.”

[Source Link](#)

CH. UWS 7 – Dismissal of Faculty in Special Cases

Rating: Green **Category:** Other **Last Updated:** April 2016

Excerpt: “7.02(2) clarifies that ‘[c]onduct, expressions, or beliefs which are constitutionally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct,’ which would justify dismissal for cause.”

[Source Link](#)

CH. UWS 11 – Dismissal of Academic Staff for Cause

Rating: Green **Category:** Other **Last Updated:** April 2016

Excerpt: “11.102(2) clarifies that “[c]onduct, expressions, or beliefs which are constitution-ally protected, or protected by the principles of academic freedom, shall not constitute serious criminal misconduct,” which would justify dismissal for cause.”

[Source Link](#)

POLICIES

CH. UWS 18.08 – Conduct on University Lands: Personal Conduct Prohibitions

Rating: **Yellow** **Category:** Posting policies **Last Updated:** April 2016

Excerpt: “POSTINGS AND SIGNAGE.

- a. No person may erect, post or attach any notices, posters, pictures or any item of a similar nature in or on any building or upon other university lands except on regularly established bulletin boards, or as authorized by the provisions of this code or by the chief administrative office.”

[Source Link](#)

CH. UWS 18.11 – Conduct on University Lands: Offenses Against Public Peace and Order

Rating: **Green** **Category:** Other **Last Updated:** April 2016

Excerpt: “. . . (9) CAMPAIGNING IN STATE–OWNED RESIDENCE HALLS.

- a. The residence halls students of each institution, subject to the approval of the chief administrative officer, shall establish policies and procedures assuring that political literature may be distributed and political campaigning may be conducted in state–owned residence halls consistent with the rights of residence halls students, and prescribing the time, place and manner in which these activities may be conducted.”

[Source Link](#)

UNIVERSITY OF WISCONSIN – WHITEWATER

OVERVIEW

School Name: University of WI – Whitewater

Location: Whitewater, WI

Website: <https://www.uww.edu>

Category: Public, four year college

Adopted U. Chicago Statement: Yes

Overall Rating: **Yellow**

POLICIES

Public Posting Policy

Rating: **Yellow**

Category: Posting policies

Last Updated: September 2010

Excerpt: “All materials must be stamped before they are put at any location, otherwise they will be discarded. The University staff may remove signs by non-campus sponsors. Non-campus sponsors who are not members of the Whitewater Chamber of Commerce, will have their promotional materials removed by University staff.”

[Source Link](#)

Special Event Policy

Rating: **Yellow**

Category: Protest and demonstration policies

Last Updated: March 2015

Excerpt: “A special event is an event that is sponsored by a Student Organization or Department that expects more than 70 attendees, and that is entertainment oriented/focused (dance, party, talent show, etc.) anywhere on the UW-Whitewater campus, and/or when alcohol is served.”

[Source Link](#)

Bias-Free Environment

Rating: **Yellow**

Category: Policies on ‘bias’ and ‘hate speech’

Last Updated: Unknown

Excerpt: “UW-Whitewater (“University”) is committed to providing a campus environment and community that is free from hate, bias, discrimination, harassment and retaliation. The University promotes and encourages equity, justice, inclusion, diversity and community through a respectful, open-minded and free exchange of ideas and opinions. The University fosters an environment in which all

POLICIES

community members are respected, valued, and equally able to pursue their individual goals, whether it be an education or employment.”

[Source Link](#)

Computers and Computer Based Information Access

Rating: Yellow **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Appropriate use should always be legal and ethical, reflect academic honesty, show consideration and restraint in the consumption of shared resources, respect intellectual property, rights to privacy and to freedom from intimidation and harassment.”

[Source Link](#)

Discrimination, Discriminatory-Harassment and Retaliation

Rating: Green **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “The university is also committed to the protection of individual rights under the First Amendment (and related principles of academic freedom) and in preserving the widest possible dialogue within its educational environment.”

[Source Link](#)

VITERBO UNIVERSITY

OVERVIEW

School Name: Viterbo University

Location: La Crosse, WI

Website: <https://www.viterbo.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Political Activities and Ideals Policy

Rating: **Green**

Category: Protest and demonstration policies

Last Updated: Unknown

Excerpt: “All political candidates, their supporters, and members of the campus community are asked to conduct themselves and their activities with a civility, respect, and hospitality consistent with the mission Viterbo promotes throughout the year in all the activities that take place on the Viterbo campus.”

[Source Link](#)

Social Networking Policy

Rating: **Yellow**

Category: Internet usage policies

Last Updated: 2019

Excerpt: “Unwanted, repeated, harassing, denigrating, lewd, or obscene communications using devices, including electronic or digital devices, are in violation of the Student Code of Conduct.”

[Source Link](#)

Freedom of Expression Policy

Rating: **Green**

Category: Protest and demonstration policies

Last Updated: 10/13/2015

Excerpt: “Freedom of expression at Viterbo University includes the right of students to present and advocate for their ideas through hosting campus events or speakers, distributing printed material, offering petitions for signature, making speeches, and holding protests or demonstrations outside university buildings.”

[Source Link](#)

POLICIES

Harassment and Bias Related Incidents

Rating: **Yellow** **Category:** Policies on 'bias' and 'hate speech' **Last Updated:** Unknown

Excerpt: “Harassment and Bias-Related Incidents: Conduct that creates or attempts to create an environment that a reasonable person would consider intimidating, hostile, abusive, or offensive. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with performance. Harassment may extend further than the person harassed; it can involve anyone affected. Typically, harassment includes more than one act or event. However, a single serious incident can constitute harassment. Petty slights, annoyances, and isolated incidents (unless extremely serious) will not be considered harassment under this policy. Bias-related incidents are behavior that constitutes an expression of hostility against person or property of another due to the targeted person’s age, color, disability, ethnicity, gender, marital status, national or ethnic origin, race, religion, sex, sexual orientation, or veteran status. These acts or behaviors may not rise to the level of a crime, or a violation of state or federal law, but may contribute to creating an unsafe, negative, or unwelcome environment for the targeted person.”

[Source Link](#)

WAUKESHA COUNTY TECHNICAL COLLEGE

OVERVIEW

School Name: Waukesha County Technical College

Location: Waukesha and Pewaukee, WI

Website: <https://www.wctc.edu>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

Note: WCTC's full policies are not reasonably accessible; per its [student handbook](#), 'comprehensive and detailed information' is only accessible via the password-protected 'myWCTC student portal.' Consequently, the information provided below may be incomplete. Under FIRE guidelines, this is enough to warrant a "red" rating for the school.

POLICIES

Equal Opportunity

Rating: **Green**

Category: Harassment policies

Last Updated: Unknown

Excerpt: "Waukesha County Technical College does not discriminate on the basis of age, race, color, creed, religion, disability, gender, gender identity, marital status, sexual orientation, national origin, ancestry, pregnancy, genetic information and testing, family and medical leave, arrest or conviction record, membership in any component of the military forces of the United States or Wisconsin, or other applicable legislated categories. This includes WCTC's services, employment programs and educational programs. The lack of English skills will not be a barrier to admission and participation in College programs.

We prohibit retaliation against individuals who bring forth any complaint and against any individuals who assist or participate in the investigation of any complaint or who otherwise oppose discrimination."

[Source Link](#)

Title IX

Rating: **Green**

Category: Harassment policies

Last Updated: Unknown

Excerpt: "Title IX prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance. Title IX requirements cover sex discrimination, sexual harassment, sexual misconduct, sexual violence, and pregnant and parenting students. WCTC must take immediate and effective steps to respond to sexual misconduct and violence.

POLICIES

WCTC prohibits all forms of illegal discrimination, harassment, intimidation and coercion on campus and at College-related activities and functions. We seek to create and maintain a campus free from incidences of misconduct through education, programming, training for students and staff, clear policies and consistent sanctions for any violation of these policies.

If you have questions or concerns about sex discrimination, sexual harassment, sexual misconduct, sexual violence, being a pregnant and/or parenting student, or being transgendered or in the process of transitioning, please email our Compliance team.”

[Source Link](#)

Sexual Misconduct Policies and Resources

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “*Sexual misconduct includes sexual assault (rape and any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, voyeurism and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating or coercing another person.*

...

Stalking

Individuals being stalked on College-controlled premises or at College-sponsored events should notify Campus Police or the Student Life Coordinator. If this action is taking place at an off-site location, we strongly suggest you involve law enforcement immediately.

If you have been a victim of stalking and/or have a restraining order against another individual, you should inform Campus Police. This is especially important if the object of the restraining order is a fellow student or employee at the College.

Behaviors that may be defined as stalking include, but are not limited to:

- Maintaining a visual or physical proximity to the victim.
- Approaching or confronting the victim.
- Appearing at the victim’s workplace or contacting coworkers or employers of the victim.
- Appearing at the victim’s home or contacting the victim’s neighbors.
- Entering property owned, leased or occupied by the victim.
- Contacting the victim by telephone repeatedly or continuously causing the victim’s (or another’s) telephone to ring, whether or not a conversation ensues.
- Photographing, videotaping, audiotaping, or, by other electronic means, monitoring/recording the victim’s activities. (Regardless of where the monitoring takes place).
- Sending material by any means to the victim or to the victim’s family, member of the victim’s household, employer, coworker or friend in order to obtain information, disseminate information or communicate with the victim.
- Placing an object on or delivering an object to property owned, leased or occupied by the victim.

POLICIES

- Delivering objects with the intent of delivery to the victim, or placing objects on property owned, leased or occupied by certain others with intent that it be delivered to the victim.
- Causing another person to engage in any of the acts described above.

Dating/Relationship Violence

Relationship violence is controlling, abusive and/or aggressive behavior toward a current or former partner. This type of violence may occur in all kinds of relationships (affecting individuals of all ages, races, and backgrounds) and can include verbal, emotional, physical and/or sexual abuse.”

[Source Link](#)

Internet Policy

Rating: Red **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Acceptable Use

It is acceptable to use WCTC internet and email access for purposes relating directly to education, research required from assigned classwork or job seeking.

Unacceptable Use

It is not acceptable to use WCTC internet and email in any way that may interfere with or disrupt network users, services or equipment. You may not use College internet resources for:

- Distributing unsolicited advertising.
- Downloading, accessing, creating, displaying, transmitting or storing:
 - Obscene, profane, abusive, defamatory, derogatory, threatening or sexually explicit language or graphic representation.
 - Statements or graphic representations that may be construed as discriminatory or offensive to race, national origin, gender, religion, age, disability, sexual orientation or other legally protected criteria.
- Propagation of computer worms or viruses.
- Downloading entertainment software or games.
- Playing games against opponents.
- Downloading, storing or forwarding, music, audio, video, photos or graphics not directly related to coursework.
- Using instant messaging, chat or email during classroom testing.
- Downloading any software unless directed by your instructor.
- Uploading any software licensed to the College or data owned by the College without the express authorization of the administrator responsible for the software or data.

POLICIES

- Commercial or other activities conducted for personal gain.
- Religious causes.
- Solicitations not approved by the College.
- Political activity including fundraising and lobbying.
- Making unauthorized entry to computational information, communications devices or resources.
- Vandalism and mischief that incapacitates, compromises or destroys WCTC resources and/or violates federal and/or state laws.
- Violating software copyrights and usage licensing agreements; or violating any federal, state or local law/regulation or College policy/procedure.”

[Source Link](#)

Student Right to Know

Rating: Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “WCTC is committed to maintaining a safe campus community free from violence, threats, harassment, intimidation and other disruptive behaviors. While this kind of conduct is not pervasive at WCTC, no organization is completely immune from it.”

[Source Link](#)

Notice of Nondiscrimination

Rating: Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Waukesha County Technical College prohibits discrimination or harassment based on any status protected by applicable state or federal law.

WCTC prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.”

[Source Link](#)

Posters and Flyers on Campus

Rating: Yellow **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “All posters and flyers to be posted on campus bulletin boards must be approved through the Student Development Office (Room C-121). Only posters pertaining to campus activities, classes or services of a direct nature to student interests will be posted. All posters must be no bigger than 8.5 inches

POLICIES

by 11 inches and must be in the designated area marked on the boards. Posters that are not approved and/or do not follow the guidelines will be removed immediately. Additional information on the campus posting policy can be obtained from the Student Development Office.”

[Source Link](#)

Student Code of Conduct (Abbreviated)

Rating: **Yellow** **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “All individuals and/or groups of the WCTC community are expected to speak and act with respect for the human dignity of others, both in and outside, and in social, recreational and academic activities. WCTC encourages the free exchange of ideas and opinions, but expects that the free expression of views will be made with respect for the human dignity and freedom of others. WCTC expects the highest standards of conduct for its students. While many standards of conduct parallel the laws of society in general, WCTC standards may be more stringent and set higher than the expectations of the law.

Core Values of Student Conduct at Waukesha County Technical College

Integrity: WCTC students exemplify honesty, honor and a respect for the truth in all of their dealings.
Community: WCTC students build and enhance their community.

Social Justice: WCTC students are just and equitable in their treatment of all members of the community and act to discourage and/or intervene to prevent unjust and inequitable behaviors.

Respect: WCTC students show positive regard for each other, for property and for the community.

Responsibility: WCTC students are given and accept a high level of responsibility to self, to others and to the community.

...

Each member of the WCTC community bears responsibility for their conduct and assumes reasonable responsibility for the behavior of others. When members of the community fail to exemplify the five core values listed above by engaging in violation of WCTC’s Student Code of Conduct rules, campus conduct proceedings are used to assert and uphold the Student Code of Conduct.”

[Source Link](#)

Tobacco and Tobacco Look-Alike Policy

Rating: **Yellow** **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “Tobacco or tobacco look-alike use is prohibited inside all College-controlled vehicles, buildings, grounds and parking lots. Tobacco products include, but are not limited to, cigarettes, cigars, pipes, chewing tobacco and electronic cigarettes (e-cigarettes). All sales and advertising of tobacco products on College campuses are prohibited. This includes the distribution of samples of tobacco products or coupons redeemable for tobacco products.”

[Source Link](#)

POLICIES

Sexual Assault and Harassment**Rating:** Green **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “Waukesha County Technical College prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking. In an effort to reduce the risk of these crimes occurring among its students, WCTC utilizes a range of campaigns, strategies and initiatives to provide awareness, and educational, risk reduction and prevention programming.”

[Source Link](#)**Behavioral Intervention Team****Rating:** Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: “Together, all WCTC students, faculty and staff play an important role in creating and maintaining a safe campus environment. One way we do that is through WCTC’s Behavioral Intervention Team (BIT), which aims to identify concerning behaviors early and intervene as necessary to prevent escalation and reduce the risk of violence on campus.

...

What should be reported?

- Aggressive, disruptive, disturbing, destructive or intimidating behaviors
- Suicidal thoughts, writing and behavior (cutting, etc.)
- Sudden changes in academic performance or personal appearance (inability to care for oneself)
- Appearing to be under the influence of drugs or alcohol on campus
- Changing patterns in interactions, communications or discussion, or class participation
- Illegal activity (theft, fraud, domestic violence, drug activity, etc.)
- Unsafe facility conditions (non-working emergency telephones, chemical/biological hazards, wet/loose surfaces, exposed electrical equipment, etc.)
- Any other behavior that causes concern, no matter how small and even if you lack direct knowledge of what occurred.

...

In some cases, the BIT may recommend disciplinary action outlined by the Student Code of Conduct and Student Handbook.”

[Source Link](#)**Anti-Discrimination and Equal Opportunity****Rating:** Yellow **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “WCTC prohibits all forms of discrimination, harassment, intimidation, and coercion,

POLICIES

including sexual harassment, assault, and other forms of sexual misconduct. If you have been the victim of, witnessed, or been made aware of an incident of discrimination or harassment (including sexual misconduct), campus resources exist to assist you and reporting is strongly encouraged. Students should be aware that WCTC staff, faculty, and administrators have a duty to report such incidents. For the safety of our campus community, we encourage students to do the same. If you see something, say something.”

[Source Link](#)

WESTERN TECHNICAL COLLEGE

OVERVIEW

School Name: Western Technical College

Location: La Crosse, WI

Website: <https://www.westerntc.edu/>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

B0408P(a) Computer & Telecommunications Usage

Rating: **Yellow**

Category: Internet usage policies

Last Updated: December 12, 2016

Excerpt: “. . .

7. Inappropriate use of the Internet and other networks to which Western is directly or indirectly connected will be deemed abuse of computer privileges and may result in loss of privileges or further discipline in accordance with College policies. Examples of inappropriate use of the networks include, but are not limited to, the following:
 - a. Participation in network activities that place a strain on computer / network resources causing a denial of service overload.
 - b. Viewing offensive images not necessitated by an assignment (students) or job responsibilities.
 - c. The sending of offensive and/or harassing messages to other individuals on the network or Internet.
 - d. Unauthorized access or attempted access to Western computers or of another network computer system from Western resources.”

[Source Link](#)

B0408P(c) Computer & Telecommunications Usage

Rating: **Yellow**

Category: Internet usage policies

Last Updated: December 12, 2016

Excerpt: “. . .

1. It is the policy of this college that its facilities be used to fulfill its mission of teaching and public service. Western facilities including the email system are not available for unrestricted use for other purposes.

POLICIES

2. Email is not intended to be used for personal gain nor as a medium for free expression when unrelated to the academic programs or operations of the College.”

[Source Link](#)

B0410 Social Media Policy

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** February 16, 2016

Excerpt: “This policy requires that the administration create and maintain procedures and employ best practices as applies to employees and students posting online material on behalf of Western. Employees and students are subject to the same laws, professional expectations, and guidelines when interacting online with students, parents, alumni, donors, and the media as they are in person. Fans and followers of official college accounts must agree to respect the terms of individual social networking sites and understand that Western officials have the right to remove any content that is deemed to be offensive, inappropriate, of a harassing or threatening nature, or can be construed as defamation of character. Profane language will also be removed. Western has the right to block posts from fans or followers who violate these guidelines. Western is not responsible for posts or comments made by fans, followers, or visitors to Western’s social media accounts.”

[Source Link](#)

B0410 Social Media Procedures

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** February 16, 2016

Excerpt: “. . .

4. Fans and followers of official college accounts agree to respect the terms of individual social networking sites and understand that Western officials have the right to remove any content that is deemed to be offensive, inappropriate, of a harassing or threatening nature, or can be construed as defamation of character. Western has the right to block posts from fans or followers who violate these guidelines. Profane language will also be removed.

. . .

6. Official student clubs and organizations (i.e., official chartered student groups recognized by the Student Life office and governed by the Student Organization Handbook) are permitted to have an official presence on social media sites with the approval of the club’s advisor and the Marketing and Communications department. Guidelines and procedures outlined in the Social Media Policy and Social Media Guidelines document must be followed.”

[Source Link](#)

POLICIES

C0102 Anti-Harassment (Employees)

Rating: Red **Category:** Harassment policies **Last Updated:** January 7, 2015

Excerpt: “The College will not tolerate any harassment by anyone, including but not limited to other employees, students, contractors, campus visitors, or other customers of the College. This prohibition includes but is not limited to the use of derogatory comments, names, slurs, epithets, jokes, innuendo, or other forms of harassment based on race, color, sex, sexual orientation, religion, creed, national origin, ethnicity, ancestry, age, disability, marital status, veteran status or military service, genetic information, pregnancy, off campus use or nonuse of lawful products, arrest or conviction record, or any other characteristic protected by federal, state, or local law (herein “Protected Characteristic(s)”).

This prohibition also includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature as well as all forms of verbal, non-verbal, and physical harassment.

...

Harassment can also occur through use or abuse of the College’s electronic communications system and the internet.

...

Behavior resulting in a perception of sexual harassment can include, but is not limited to, foul language; sexual innuendo; propositions; vulgar or suggestive comments; display of pictures in any medium, calendars, or magazines showing nude or scantily clad people; physical touching; or patterns of conduct that create an intimidating and hostile working environment.

...

The key to identifying harassment is determining the behavior is unwelcome and considered undesirable or offensive.

...

The College does not condone any form of harassment. Any employee who engages in such conduct will be subject to disciplinary action up to and including suspension, discharge, or dismissal depending on the specific facts. Any person who engages in such conduct may be banned from the campus.”

[Source Link](#)

C0105 Alcohol and Drug Policy for Employees and Students

Rating: Red **Category:** Harassment policies **Last Updated:** January 17, 2015

Excerpt: “The College is committed to maintaining a drug-free learning and work environment. The College Board and employees recognize that the abuse of alcohol and other drugs interferes with a person’s ability to learn and work, and increases the risk of accidents and serious health problems.

...

The College and the Wisconsin Technical College System Board policy forbid the expenditure of tax dollars and/or student activity fees for alcoholic beverages. The advertising of alcoholic beverages is prohibited on College property and in College publications.”

[Source Link](#)

POLICIES

C0204 Solicitations

Rating: Yellow **Category:** Other **Last Updated:** January 17, 2012

Excerpt: “Individuals may not conduct solicitations or sell materials unrelated to College activities in College buildings or on College grounds without advanced approval of the College President or his/her designee. Individuals wishing to solicit or sell materials related to College activities in College buildings or grounds must seek advanced approval at least three weeks prior to the date of the event using the Online Vendor Application. An appropriate fee will be charged for booth space rental.”

[Source Link](#)

C0207 Political Activity

Rating: Yellow **Category:** Other **Last Updated:** April 16, 2019

Excerpt: “The College imposes reasonably necessary limitations on political activity to protect its independence in academic and business matters, and to ensure compliance with the laws under which it operates.

Employees and students should feel free to engage in political activities, while being mindful that activities must be conducted on an individual basis and not as a representative of Western.

Employees and students may not represent their political views or the views of any candidate as Western’s viewpoint, nor may they utilize college resources (including, but not limited to, employment status and title) while expressing their private opinions; this includes posting to social media on college technology.”

[Source Link](#)

E0700 Student Code of Conduct

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** April 16, 2013

Excerpt: “The College will take action to prevent and stop any negative behavior that inhibits learning. The following actions and/or behaviors shall be considered violations of the Student Code of Conduct and will subject any student or student organization to possible conduct sanctions:

1. Physical or verbal abuse of any person.
2. Disruption of the normal operation of the College, including behavior which prevents or interferes with a program, event or classroom instruction.
3. Endangerment of the health, safety or rights of any person.
4. Theft or damage to College property or property of any person on campus.
5. Unauthorized entry or use of a College facility.

POLICIES

6. Use, possession, or distribution of drugs, alcohol, firearms, explosives, dangerous chemicals, or other weapons; being under the influence of alcohol or drugs; and/or use of tobacco on campus property.
7. Academic dishonesty such as plagiarism or cheating (see Academic Dishonesty Definition in Student Handbook).
8. Unethical, inappropriate, or illegal use of technology in the District.
9. Failure to comply with reasonable request of College officials acting in the performance of their duties and/or failing to positively identify one's self to a College official when requested to do so.
10. Violent or threatening behavior such as, but not limited to, sexual assault, sexual harassment, domestic violence, dating violence, and stalking.
11. Engaging in actions which intimidate, harass, threaten, coerce, or otherwise endanger any person.
12. Bullying such as aggressive and continual behaviors of making threats, spreading rumors, attacking someone physically or verbally, and/or purposefully excluding a person from learning opportunities whether in person or through technological means
13. Retaliation (any adverse action whether physical, verbal or psychological) toward an individual or group who initiated a complaint with the College.”

[Source Link](#)

E0706 Student Rights and Responsibilities

Rating: Green **Category:** Other **Last Updated:** April 21, 2007

Excerpt: “In concert with the mission statement for Western Technical College, students who attend classes or enroll in programs at the College hold certain rights which are inherent to quality educational experiences. A student is defined as any person who attends and/or is enrolled in any classes or program at the College. These rights include:

1. The right to an education in an environment of academic integrity and intellectual freedom;
2. The right to expect that the College will uphold all applicable federal and state statutes and directives;
3. The right to expect that the College will uphold all Western Technical College policies, including those particularly applicable to students;
4. The right to review College policies, particularly those applicable to student life and services, in accord with Wisconsin Statutes 38.145;
5. The right to voice concerns about the College in an orderly fashion;
6. The right to expect that the College will take measures to provide a safe secure campus environment in which to carry out educational pursuits; and

POLICIES

7. The right to a hearing, in accord with College procedures, should any serious conduct matters arise.

Western Technical College confers these rights with the expectation that students will understand and exercise their rights, fulfill their responsibilities and respect the rights of others.”

[Source Link](#)

E0709 Student Harassment and Sexual Harassment Policy

Rating: Red **Category:** Harassment policies **Last Updated:** January 20, 2009

Excerpt: “The College is committed to providing an educational and work environment free from all forms of harassment, including sexual harassment, and does not condone any harassment by or of its students, employees or others. Any student who engages in such conduct will be subject to disciplinary action appropriate to the particular facts involved.

Harassment includes verbal or physical conduct that shows hostility, threat or aversion including, but not limited to, epithets, slurs, negative stereotyping, threatening or intimidating acts, written or graphic materials that denigrate or show hostility towards an individual because of his or her age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest or conviction record, religion, military service, or other protected status.”

[Source Link](#)

F0300 College Visitors

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** December 16, 2008

Excerpt: “The Board and the staff welcome visitors to the College. Visitors are expected to abide by College policies and procedures at all times and conduct themselves in a way that will not interfere with the educational process. Visitors may be asked to leave College property if their behavior interferes with the educational community.”

[Source Link](#)

F0301 Commercial Advertising

Rating: Red **Category:** Posting policies **Last Updated:** January 17, 2006

Excerpt: “Commercial advertising shall not be permitted in College buildings or on College grounds or properties except in designated areas, with the approval of the College President or his/her designee.

Publications, signs posters, and other promotional materials may only be placed on bulletin boards or other designated areas and must be approved by the student life office before placement.

These activities should not disrupt college operations or utilize college resources.

POLICIES

Advertising may be permitted in student publications which are published by student organizations (with the exception of alcoholic beverages: See [Policy C0105](#)).”

[Source Link](#)

F0304 Petitions

Rating: Red **Category:** Protest and demonstration policies **Last Updated:** August 21, 1997

Excerpt: “In the interest of maintaining proper information on campus activities, no political or commercial petitions of any kind shall be circulated in the college buildings or on the grounds until informing the President or his/her designee.

Petitions are subject to time and place guidelines and restrictions to insure that the petitioning activity does not disrupt college operations and mission.”

[Source Link](#)

Stalking and Relationship Violence

Rating: Yellow **Category:** Other **Last Updated:** Unknown

Excerpt: “STALKING AND RELATIONSHIP VIOLENCE

The College is committed to providing an educational and work environment free from all forms of personal violence, including stalking behavior and relationship violence, and does not condone such behavior by or of its students, employees or others. Any student who engages in such conduct will be subject to disciplinary action appropriate to the particular facts involved.

Stalking Behavior

Stalking behavior is a series of two (2) or more acts directed at a specific person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking is not necessarily defined by specific actions, but rather by a pattern and intent of the actions. Stalking behaviors can include, but are not limited to:

- Repeated following or pursuing.
- Threatening or obscene gestures.
- Repeated unwanted to communication through any means including face to face, phone calls, text messages, email, unwanted gifts, etc.
- Trespassing.
- Vandalism.

Cyber stalking is the persistent, offensive, threatening communication through the Internet, via email, chat rooms or instant messaging, social network sites or through other electronic means.

...

POLICIES

Relationship Violence Relationship violence occurs when an individual in a relationship uses intimidating and/or controlling behavior in an attempt to gain or maintain a position of power and influence over another individual. Examples of behavior may include, but are not limited to:

- Damaging property.
- Verbal or emotional assault.
- Limiting contact with friends and/or family.
- Violent physical contact.
- Physical contact with intent to control.
- Harassment via phone, text messaging, email, written messages or through a third party.
- Making threats towards loved ones.
- Interfering with class or work attendance.”

[Source Link](#)

Guidelines for Clubs

Rating: **Yellow** **Category:** Other **Last Updated:** August 2018

Excerpt: “Showing Movies/Films

Any club or group that wants to show movies/films on campus must provide proof that it has obtained the rights to show the movie/film. Even if the movie/film is for an educational purpose written permission must be obtained from the intellectual property owner to protect the group and the college. Once the rights to show the movie is obtained, Student Life will start the approval process. For more information, contact [an individual] in the Student Life Office.

Chalking on Campus

Chalking on campus is prohibited without prior approval. Any club or group that wishes to use chalking as a form of communication for special or large events must contact Ge Vang in the Student Life Office at least two weeks in advance for consideration. There are strict college guidelines and restrictions that must be followed.”

[Source Link](#)

Hate/Bias Incident Reporting Form

Rating: **Yellow** **Category:** Policies on “bias” and “hate speech” **Last Updated:** Unknown

Excerpt: “If you or someone you know has witnessed or been the target [sic] of a hate or bias motivated incident on campus or as part of any Western related activity or event, you may bring the incident to the attention of the Diversity Action Team by completing this form. The purpose of this confidential reporting form is to identify the occurrence of hate or bias motivated incidents both on and off campus.

POLICIES

Hate or bias incidents are acts that are motivated by hate or bias based on age, ethnicity, national origin, gender, race, religion, sexual orientation, gender identity, or disability.

Incidents of hate or bias are taken seriously at Western Technical College. Every person has the right to a safe learning environment.

Please complete the form with as much information as you choose. Completing this form is an important step to help us understand the campus environment and how we can respond appropriately to create a climate where everyone feels welcome.”

[Source Link](#)

WISCONSIN INDIANHEAD TECHNICAL COLLEGE

OVERVIEW

School Name: Wisconsin Indianhead Technical College

Location: Multiple

Website: <https://www.witc.edu/>

Category: Public, technical college

Adopted U. Chicago Statement: No

Overall Rating: **Red**

POLICIES

Bulletin Policies

Rating: **Yellow**

Category: Posting policies

Last Updated: Unknown

Excerpt: "Bulletin Boards"

Bulletin boards are available for club announcements, student activities, and event publicity. Ride share and school-related information is also appropriate. All material must be approved by Student Services before posting. Be sure to date and remove the posted material after the event has occurred. Community events and personal sale posters may be posted on designated bulletin boards. If inappropriate, the Dean of Students reserves the right to remove any postings."

[Source Link](#)

Bulletin Boards

Rating: **Yellow**

Category: Posting policies

Last Updated: Unknown

Excerpt: "Alcohol/Drug-Free College"

It is the intent of the College to provide students, staff, and visitors with an educational environment which is alcohol and drug-free. The College Health Nurse at each campus can provide awareness, education, support, resources, and referral related to alcohol, tobacco and other drug use or abuse for staff and students. The WITC Board has approved the following policy:

...

- The use of alcoholic beverages in any WITC conference center is not to be encouraged and will be authorized only in rare and unusual circumstances with the prior approval of both the Campus Administrator and the President

...

- The advertising of alcoholic beverages is prohibited on WITC property and in College publications"

[Source Link](#)

POLICIES

Discrimination/Harassment Policy

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: “The College prohibits and will not tolerate unlawful discrimination, harassment or sexual harassment/ sexual misconduct/sexual violence including domestic violence, dating violence, and/or stalking by or against any student, employee, student/employee applicant, vendor/customer, anyone associated with WITC or other members of the public.

To make a claim of unlawful discrimination, harassment, or sexual harassment/sexual misconduct/ sexual violence: Any student, employee, or student/employee applicant who believes that he/she has been unlawfully discriminated against or harassed or sexually harassed or a victim of sexual misconduct/sexual violence including domestic violence, dating violence, and/or stalking in violation of College policy is urged to report the incident.

...

Examples of sexual harassment behaviors, expressed electronically or otherwise:

- Vulgar and obscene jokes
- Crude or vulgar language
- Pinching or patting
- Unwelcome hugging
- Grabbing or tearing someone’s clothing
- Leering or “undressing” the person with your eyes
- Pressuring someone to sit on your knee, hug you, kiss you
- Leaning over someone for a “better view”
- Commenting on the clothing of an individual in a sexual way; for example, “boy, I sure like the way those pants fit”
- Jokes or comments that put women or men down
- Recounting one’s sexual exploits in the office, classroom, or work area
- Referring to someone in demeaning terms; example, “girl,” “sweetie,” or “hunk”
- Repeatedly asking someone for a date after you have been turned down
- Displaying crude jokes and pictures, including pinups from magazines such as Playgirl or Playboy
- Revealing parts of your body that violate common decency
- Starting and spreading rumors about the sex life of a fellow employee or student
- Physically forcing sexual activity on someone
- Stalking someone
- Vulgar or obscene slogans on any items of clothing: caps, shirts, etc.”

[Source Link](#)

POLICIES

Internet/E-Mail Acceptable Use Policy**Rating:** Red **Category:** Internet usage policies **Last Updated:** Unknown**Excerpt: "Guidelines for Acceptable Use of E-mail (WITC Student E-mail Communications)**

1. It is the policy of the College that its facilities be used to fulfill its mission of teaching and public service. WITC facilities including the e-mail system are not available for unrestricted use for other purposes.
2. E-mail is not intended to be used for personal gain nor as a medium for free expression when unrelated to the academic programs or operations of the College.
3. . . . Using the network in an inappropriate, harmful or harassing manner is prohibited and is a violation of the Student Code of Conduct.
- . . .
7. Keep messages simple and direct.
8. Examples of inappropriate uses are:
 - Information not related to the College mission
 - Personal information
 - Solicitation
 - Promotion of political viewpoints
 - Surveys that do not serve sanctioned College purposes
 - Messages that contain confidential information in the body such as grades, financial aid, etc."

[Source Link](#)**Student Code of Conduct****Rating:** Red **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown**Excerpt: "Guidelines for Acceptable Use of E-mail (WITC Student E-mail Communications)**

1. Any student found to have committed or to have attempted to commit the following acts of misconduct is subject to the disciplinary sanctions. This list is not all-inclusive.
- . . .
3. Harassment of any member of the College community, placing any person under mental duress or causing any person to be in fear of physical danger through verbal abuse (including repeated phone calls), intimidation, including but not limited to, violence or threats of violence or personal vilification, including when such actions are based on age, sex, race, color, disability, religion, sexual orientation, national/ethnic origin, or other protected classification.
- . . .
5. Planning, directing or committing acts of hazing. Hazing is defined as (a) any activity which willfully or recklessly endangers the physical or mental health of an individual or group; (b) any activity that

POLICIES

subjects an individual or group to ridicule or embarrassment; or (c) any unlawful activity for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.

...

16. Abuse of the Student Code of Conduct System, including but not limited to: a. Attempting to initiate a student conduct code proceeding in bad faith (False accusation) b. Attempting to discourage an individual's proper participation in, or use of, the Student Code of Conduct System. c. Failure to comply with the sanction(s) imposed under the Student Code of Conduct. d. Influencing or attempting to influence another person to commit an abuse of the Student Code of Conduct System.

...

20. Unsanctioned soliciting on College grounds.

...

29. Posting, affixing, or otherwise attaching written or printed messages or materials, e.g., posters, signs, handbills, brochures, or pamphlets, on surfaces including, but not limited to, doors, windows, buildings, sidewalks, and lawn areas (used, owned or leased by WITC) with the exception of designated posting areas where approved posting is expressly permitted.

...

31. Participating in discriminatory unlawful acts including, but not limited to, use of racial slurs, insults, use of aspersions, denial of legal use or admittance, or other verbal or physical conduct related to a person's race, religion, age, color, national origin, handicap, or other protected classification. . . .

32. Students wishing to engage in political activity or petitions on campus are responsible for obtaining permission from the Dean of Students and are expected to adhere to student conduct expectations and to the designated campus locations."

[Source Link](#)

Sexual Assault

Rating: **Yellow** **Category:** Harassment policies **Last Updated:** Unknown

Excerpt: "SEXUAL ASSAULT IS ANY ACT (VERBAL AND/OR PHYSICAL) WHICH BREAKS A PERSON'S TRUST AND/OR SAFETY AND IS SEXUAL IN NATURE. Sexual assaults are acts of violence where sex is used as a weapon. Assaults are motivated primarily out of anger and/or a need to feel powerful by controlling, dominating, or humiliating the victim."

[Source Link](#)

Acceptable Internet/Use Agreement

Rating: **Red** **Category:** Internet usage policies **Last Updated:** December 2006

Excerpt: "As in the case for other similar College facilities such as telephone services, computing and campus mail, Internet, electronic mail and network facilities are not intended to be used for personal gain; they are not provided as a medium for free expression when unrelated to the academic programs or

POLICIES

operations of the College.

...

THE USE OF THE INTERNET NETWORK IS A PRIVILEGE, NOT A RIGHT, which may be revoked at any time for abusive conduct. Such conduct would include, the placing of unlawful information on a system, the use of abusive or otherwise objectionable language in either public or private messages, the sending of messages that are likely to result in the loss of recipients' work or systems, the sending of "chain letters," or "broadcast" messages to list or individuals, and any other types of use which would cause congestion of the networks or otherwise interfere with the work of others.

...

The above agreement is not meant to be exhaustive. The College Policy Council is the final authority on questions of acceptable use of the network. Until an issue is resolved, questionable use should be considered unacceptable.

...

By signing this form you agree that you understand the concerns and potential penalties for violating computer security standards and agree to take necessary action to ensure that the security and integrity of computer based information is maintained. You understand that you represent the public image of the college each and every time you access the Internet from WITC's Network. You agree to take all precautions to maintain WITC's professional integrity and public image. Further, you agree NEVER TO DISCLOSE YOUR PASSWORD."

[Source Link](#)

Behavioral Intervention Team (BIT)

Rating: Yellow **Category:** Policies on tolerance, respect and civility **Last Updated:** Unknown

Excerpt: "WITC is concerned about the care, welfare, safety and security of all of its students, faculty, and staff, and is committed to providing an environment where individuals are free to work, learn and teach, unencumbered and uninhibited by threats of intimidation and harm. The Behavioral Intervention Team (BIT) is a team that flags and responds to students deemed to be at risk to themselves or others mentally and/or physically.

...

Please report:

- Behavior of students that disrupts the mission and/or learning environment of WITC students, faculty, staff, or community. For example:
 - Student email responses that seem to be off topic and cause significant concern or worry including, expressions of hate, comments regarding violence to self or others, and vulgar language.
 - Student behavior that demonstrates a pattern which could potentially threaten the health and well-being of those around him/her such as verbal threats and overly agitated, aggressive, and intimidating behaviors.
 - Student behavior that makes it difficult for routine work or teaching to take place including high levels of irritable, unruly, argumentative, and frequent noncompliance with instructor/ staff directives.

POLICIES

- Student behavior that makes those around them feel significantly uncomfortable on some level such as persistent incivility, bizarre behavior, or other behavior concerns.
- Concern for the well being of a student. Student behavior examples include:
 - Extreme shifts of behavior, depression, and/or anxiety issues.
 - Suicidal thoughts or expressions, self-mutilating behaviors, and alcohol or drug abuse concerns.”

[Source Link](#)

Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/ Sexual Violence Complaints

Rating: Yellow **Category:** Harassment policies **Last Updated:** August 21, 2017

Excerpt: “. . .

2. Unlawful discrimination shall mean a difference in treatment in any employment related action, service, program, course, or facility of WITC on the basis of race, color, religion, sex, national origin, age, disability or status in any group protected by federal, state or local law in employment, admissions or its programs, services or activities. Unlawful discrimination may be in the form of harassment such as: a. Unsolicited and repeated derogatory epithets, derogatory statements or gestures made to a person because of his/her protected status. b. Any attempt to penalize or punish a person because of his/her protected status.
3. Sexual Harassment could include, but is not limited to, unwelcome sexual advances, unwelcome/inappropriate physical contact that may be sexual or non-sexual in nature, unwelcome request for sexual favors, requests to take/taking photos/posting photos that are unwelcome/inappropriate based on the circumstances and other verbal or physical conduct of a sexual nature (including, but not limited to, deliberate or repeated unsolicited gestures or comments, or the deliberate or repeated display of offensive, sexually graphic materials, not necessary for educational purposes), when: a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s status as a student or employee; b. Submission to or rejection of such conduct by an individual is used as a basis for enrollment, rating, or grading of a student or any employment related action for an employee; c. Such conduct has the purpose or effect of substantially interfering with an individual’s academic or work progress, or creating an intimidating, hostile, or offensive academic or working environment.”

[Source Link](#)

WISCONSIN LUTHERAN COLLEGE

OVERVIEW

School Name: Wisconsin Lutheran College

Location: Wauwatosa, WI

Website: <https://www.wlc.edu>

Category: Private, four year college

Adopted U. Chicago Statement: No

Overall Rating: **Yellow**

POLICIES

Campus Publicity

Rating: **Yellow** **Category:** Posting policies **Last Updated:** Unknown

Excerpt: “Posters, fliers, and special notices must be presented to the building supervisor or Director of Student Programming for approval prior to posting on campus.”

[Source Link](#)

0408P(c) Computer & Telecommunications Usage

Rating: **Yellow** **Category:** Internet usage policies **Last Updated:** Unknown

Excerpt: “Investigative action will be taken for pictures, statements, or any other information that reflects poor judgment, choices, or actions that are taken in contrast to what is expected of Wisconsin Lutheran College students, as noted/explained in the Handbook.”

[Source Link](#)

— April 2020 —



Authors:

Rick Esenberg

Luke Berg

Don Daugherty

Lesley Luehrs

Anthony LoCoco

Lucas Vebber



330 East Kilbourn Ave. | Suite 725
Milwaukee, WI 53202

will-law.org
414-727-9455



@WILawLiberty