



LABOURÉ COLLEGE OF HEALTHCARE

# STUDENT RIGHTS AND RESPONSIBILITIES HANDBOOK 2022-2023

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OFFICE OF ACADEMIC AND STUDENT AFFAIRS

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Labouré  
COLLEGE OF HEALTHCARE

Published August 25, 2022

# STUDENT RIGHTS & RESPONSIBILITIES

## COLLEGE STATEMENT

General college policies and procedures for students are stated below. Students should understand that within individual programs, there may be additional requirements or variances of these policies/procedures. The policies and procedures described in this section are intended as a framework of acceptable student behavior and prohibited conduct. It should not be regarded as an exhaustive list or as a contract between the student and the college. The intent of the college is to develop traits and behaviors in students, such as critical thinking, professionalism, self-motivation, and the ability to foresee consequences for their actions.

It is the responsibility of students to review and inform themselves of these policies, procedures, and their rights and responsibilities as members of the Labouré College of Healthcare community. Policies in this section of the catalog are as follows:

1. Student Rights & Responsibilities
2. Equal Opportunity, Non-Discrimination, & Definitions
3. Academic Integrity Policies & Procedures
4. Code of Conduct Policies & Procedures (Formerly known as Grievance Policy)
5. Student Verification, Social Media and Online Student Access Policies & Procedures
6. State Authorization Complaint Policy & Procedures
7. College Safety Procedures

Students should contact the Assistant Vice President of Student Affairs should they have questions or concerns with any of the information presented in this document.

## 1. STUDENT RIGHTS & RESPONSIBILITIES

### **Students have a right to:**

1. Obtain an education of high quality.
2. Participate in all financial aid programs available at the college, providing eligibility requirements are met.
3. Receive fair treatment by faculty, staff, and the administration in all college matters such as instruction, evaluation, and services.

**Students have the responsibility to:**

1. Be knowledgeable of and comply with the policies and procedures of the college.
2. Be knowledgeable of and comply with the regulations and laws of duly constituted civil agencies within the community of which the college is a part.
3. Meet course requirements.
4. Dress and behave in an appropriate manner that does not present safety hazards or cause disruptions.
5. Carry and be prepared to show official identification card at all times on college grounds.
6. Conduct themselves in a responsible fashion at off-campus events/learning activities.
7. Obey lawful instructions of college personnel.

**2. EQUAL OPPORTUNITY & NON-DISCRIMINATION POLICY**

Labouré College of Healthcare does not discriminate based on race, color, religion, gender, sexual orientation, gender identity and expression, national origin, age, disability, genetic information, marital status, status as a covered veteran, or any other status protected by law. The college complies with local, state, and federal regulations prohibiting such discrimination in the administration of its academic, admissions, financial aid, and employment policies.

**DEFINITIONS**

The term **Respondent** means a student who is alleged to have violated a college policy or failed to follow a written or verbally described procedure.

An **Administrative Resolution** is a sanction mutually agreed upon by the AVPSA and the Respondent.

A **Classroom** will include classrooms, laboratories, libraries, clinical sites, and any other learning space on the college Premises or affiliated with Labouré College of Healthcare.

The **College Community** means any student, faculty, staff, college official or guest of the college.

A **College Official** is any person employed by the college acting under the authority of the college.

A **College Partnership** is an outside company or facility that the college has an agreement or contract with, such as facilities or companies for clinical placements or internships or rentals for college sponsored events.

**College Premises** are all buildings and grounds owned, leased, operated, occupied on a regular basis – including a clinical site, controlled or supervised by the college.

A **College Sponsored Activity** is any activity on or off campus authorized or supervised by the college, including but not limited to clinical placements, internships, student activities and college events such as commencements, convocations and pinnings.

A **Faculty Member** is any full or part time instructor, assistant professor, associate professor, professor, adjunct professor, adjunct instructor, clinical instructor, laboratory instructor or librarian employed by the college to conduct academic activities.

A **Complaint** is a formally written concern reported by a student who may not agree with or understand a policy, procedure, in and out of the classroom. These concerns are submitted to the AVPSA along with an incident report.

An **Incident Report** is a form that can be completed in writing by any person who alleges that he/she has been harmed by a student who has violated college policy, or by any person who witnesses a student violate college policy, or a report taken by a member of the college staff relating what said witness(es) reported to him/her and reduced to writing.

The **Appeals Officer (AO)** is typically, the Vice President of Academic and Student Affairs or other Vice President as designated by the President.

The **President** is the President of Labouré College of Healthcare or his/her/their designee.

A **Student** is any person enrolled in or accepted for any course or academic program at the college, full or part time, credit or non-credit.

A **Chair or Dean** is the person who oversees all faculty, policies, and academic curriculum for a specific academic program.

The **Vice President of Academic Affairs (VPAA)** is a member of the senior leadership team who oversees all academic faculty and curriculum. This person also works with the AVPSA with regards to the Academic Integrity section.

The **Assistant Vice President of Student Affairs (AVPSA)** oversees the Student Success Center and Student Rights and Responsibilities – Code of Conduct.

The **Conduct Officer** is a member of the Student Affairs staff who may oversee the investigation piece of an academic or code of conduct process in place of the AVPSA.

### 3. ACADEMIC INTEGRITY POLICIES & PROCEDURES

In keeping with our mission, Labouré College of Healthcare will foster a high-quality education for students, faculty, and staff and will seek to preserve the rights of our entire college community. As part of our academic integrity policy, all members will adhere to the basic values of mutual respect and responsibility as well as individual and institutional integrity.

Students will be informed about those actions that constitute a breach of integrity and about those sanctions that may result from academic dishonesty.

Students assume full responsibility for the content and integrity of the coursework they submit either formally in class or via electronic means. Students should review the academic integrity policies below along with the netiquette guide, found in section five, for guidelines and examples related to eLearning. To assist students in observing academic integrity, the following guidelines have been developed:

- Students must do their own work and submit only their own work, unless otherwise permitted by their instructor. If appropriate citation guidelines are not stated on the syllabus, students are encouraged to contact their instructor for guidance.
- Students may collaborate or cooperate with other students on assignments or examinations only as directed by the instructor.
- Students must follow all written and/or oral instructions given by instructors or designated college representatives for taking exams, placement assessments, tests, quizzes, and other evaluative instruments.
- Students who are concerned about a policy or procedure within an individual academic course may follow the complaint procedures listed below.

#### POLICIES RELATED TO ACADEMIC INTEGRITY OR HONESTY

1. **Plagiarism** is the representation of the words and/or ideas of another as one's own in any academic assignment. Examples include but are not limited to: stealing or downloading a portion or the entire text of a paper, cutting and pasting various sources together to simulate a new essay, copying small portions of a source without proper attribution, or misattributing source material.

2. **Cheating** is using or attempting to use unauthorized materials, information, or study aids in any graded assignment. Examples include but are not limited to: copying from another student/non-student, accessing unauthorized books or documents, receiving messages without authority during an exam, and improper use of calculators, computers, or any other electronic devices during exams or other assignments.

3. **Fabrication** is the falsification of any information or citation in any academic assignment. Examples include but are not limited to: inventing sources, data, or citations for a paper or assignment.

4. **Facilitation** is knowingly aiding or abetting acts of academic dishonesty. Examples include but are not limited to: assisting others to cheat or plagiarize or participating in a conspiracy to cheat.

5. **Misrepresentation** is engaging in acts of deception or forgery in an academic context. Examples include but are not limited to: misrepresenting one's own work as something that it is not, lying to an instructor or proctor or fabricating excuses to improve a grade or to make up for missed work, and misusing computer software to create works that do not truly reflect a student's skill level.

6. **Remote Examination Integrity** is engaging in behavior that gives concern that an act of academic integrity is being committed while taking an exam remotely. Examples include but are not limited to: getting up and leaving your testing area, not placing yourself in full camera view, failing to complete a 360 degree view of testing area, talking during exam to self or others, having non-approved testing materials or technology in view while exam or review is active.

#### ACADEMIC INTEGRITY PROCEDURES – FACULTY INITIATED

Faculty or staff should follow the procedure below if there is a violation of the above policy. Students should be aware that this is the procedure that will be followed if a faculty/staff member believes there is a severe or repeated violation.

Depending on the severity – some faculty have opted to have individual conversations with students first and if concerns continue, they then send the student through the formal process.

1. The faculty/staff member will submit an e-mail to the Chair or Dean & Assistant Vice President of Student Affairs with the specific course/program detailing the alleged violation with appropriate attachments.

2. The faculty/staff member will make the student aware of the concern in detail via e-mail. The e-mail should be copied to the Chair or Dean and the AVPSA. The e-mail must contain the following information:

- Respondent name, ID number, and the course in which the concern was found,
- Alleged violation with specific reasons for bringing the concern forward, and
- Notice that the student will automatically receive a grade of "F" or "no points" for that particular assignment/examination pending the outcome of the investigation.

3. The AVPSA or Conduct Officer will send a formal letter via the student's college e-mail explaining the following:

- Alleged violation, immediate sanction(s), and potential sanction(s), and
- The date when the Respondent will be required to meet with the AVPSA for the initial investigation, which must be scheduled within three business days of receiving the notification letter and held within five to seven business days.

4. After separate meetings with the Respondent, the staff/faculty member(s), and review of supporting documentation, the AVPSA will explain the findings and a proposed Administrative Resolution to the faculty/staff member and the Chair or Dean. This must be completed within five business days of the Respondent's meeting with the AVPSA. The AVPSA may request an additional meeting to review new or important information before submitting the proposed Administrative Resolution.

5. With approval from the faculty/staff member and the Chair or Dean, the AVPSA will schedule a formal meeting with the Respondent to review the proposed Administrative Resolution. This meeting must occur within five business days of the approval of the faculty/staff member and Chair or Dean.

6. If the Respondent accepts the Administrative Resolution, the sanction(s) will be applied immediately, and the faculty/staff member and the Chair or Dean will be informed of the decision. By agreeing to the Administrative Resolution, the Respondent waives his/her/their right to an appeal. If the Respondent does not accept the proposed Administrative Resolution, he/she has five business days to submit a formal letter to the Appeals Officer (AO), which in this case is the Vice President of Academic Affairs. The appeal may be based only on one or both of the following grounds: (1) a procedural irregularity that affected the outcome of the matter, or (2) new evidence that was not reasonably available at the time of the hearing that could materially affect the outcome of the matter. Not agreeing with the outcome alone is not an acceptable appeal reasoning.

7. The AO will review the proposed Administrative Resolution, other information provided by the AVPSA and the formal letter of appeal, and may ask the Respondent, the Chair or Dean, or the faculty/staff member to meet before finalizing their decision. The AO must submit his/her/their final decision in writing to the Respondent, the faculty/staff member, the Chair or Dean, and the AVPSA within thirty business days of receipt of the appeal letter. The decision of the AO is final.

Possible Sanctions:

- Zero grade for assignment or course
- Remediation assignment or repeat of course
- Required testing on-campus or other imposed mandatory testing requirements
- Suspension for a semester or dismissal from program/College

## COMPLAINT PROCEDURES WITHIN AN ACADEMIC COURSE – STUDENT INITIATED

A formal complaint is any complaint documented by a student or external stakeholder. This may range from minor reports of dissatisfaction, to a direct violation of rights, resulting in harm, or impeding the ability to study or learn. For concerns related to an assignment or grades on an exam within the Professional Nursing courses, or if there is dissatisfaction of a faculty member in the Nursing Division, students must follow the chain of command which is outlined in the Student Nursing Handbook.

An individual or group of students who are not enrolled in the ASN/RN-BSN program, and who have complaints related to the clinical or classroom components of a course, are expected to follow these steps.

- 1. Student-Faculty Level:** An individual student or group of students should directly discuss, with the faculty member(s) involved, any issues related to the faculty member's performance or expectations. If a satisfactory resolution is not achieved, the student or group may inform the faculty member of an intention to consult the Chair or Dean. This process should be initiated within five business days of the initial request.
- 2. Chair or Dean:** A problem that is not satisfactorily resolved at the course level may be taken to the Chair or Dean for the specific academic course/program. The Chair or Dean will review the data and attempt to resolve the issue, responding within five business days of the appeal.
- 3. Vice President of Academic Affairs (VPAA):** For issues that remain unresolved after consultation with the Chair or Dean and faculty members, the student or group may make a final appeal to the VPAA. The VPAA will review the issue and act as an arbitrator of the complaint, consulting with the Chair or Dean and the AVPSA as needed. The decision at this level is final.

## 4. CODE OF CONDUCT POLICIES & PROCEDURES

Labouré College of Healthcare ('the college') strives to maintain a positive environment for teaching and learning. By outlining the behavioral expectation for students and the procedures of enforcement, the Code of Conduct fosters a climate of honesty, integrity, civility and respect to engender a spirit of personal responsibility in our students.

The intent of the college is to develop traits and behaviors in students, such as critical thinking, self-motivation, and the ability to foresee consequences for their actions. This Code of Conduct reasonably limits some activities and prohibits certain behaviors that could interfere with the classroom setting, the orderly operation of the college and the pursuit of its goals and values. Each student shall be responsible for reading and complying with the policies listed below, which shall be developed, maintained and implemented by the AVPSA or his/her/their designee.

The Code of Conduct shall be published as a college procedure and made available to students through the College Catalog and the Labouré College of Healthcare website.

## CODE OF CONDUCT

Students are subject to college disciplinary procedures for violating the Code of Conduct. The policies include but are not limited to the following.

1. **Health & Safety:** Endangering the health and/or safety of the college community or any vendors associated with Labouré College of Healthcare is strictly prohibited, including but not limited to:
  - a. Intentionally or negligently causing physical/bodily harm or the threat of physical/bodily harm to any person, or self, or to the college community in general.
  - b. Harassing, intimidating, stalking, bullying or coercing, either verbally, physically, in writing or by electronic means (i.e. email, social media etc.) any person. Claims of sexual harassment are governed by the Labouré Title IX Sexual Harassment Policy, and claims of sexual misconduct are governed by the Labouré College Sexual Misconduct Policy
  - c. Engaging in behavior that infringes or is intended to infringe upon the rights of others.
  - d. Engaging in lewd, indecent and/or obscene behavior, including possession of pornographic/obscene materials on campus and/or downloading or uploading pornographic material on college computers and/or college social media sites; or engaging in consensual sexual or inappropriately intimate behavior on campus or at a college activity or event.
  - e. Possessing firearm(s), explosives, dangerous chemical(s), or other dangerous and/or illegal weapon(s) or instruments on the college premises or at a college sponsored activity with the exception of law enforcement officers carrying service weapons.
  - f. Tampering with fire and/or safety equipment or activating a false fire alarm or bomb threat.
  - g. Failing to adhere to any and all health and safety rules and regulations established by the college for the protection of its community.
  
2. **Disruption of College Activities:** Obstructing or disrupting the normal operations of the college or college sponsored activities by conduct is strictly prohibited, including but not limited to:
  - a. Hindering the free flow of pedestrian or vehicular traffic, blocking entrance, exit or access to any college premises or college partnership facilities, stairway or hallway.
  - b. Acting in a manner that interferes with or disrupts classroom, laboratory, library, or clinical experiences or that is in violation of a faculty member's syllabus or otherwise disrupts academic or normal administrative activities. This includes

communicating in an unprofessional manner with other students, proctors, staff or faculty in a physical classroom, on college premises, or online (see netiquette guide below).

- c. Dressing in a manner that inappropriately exposes body parts or otherwise disrupts the academic environment causing undue attention to an individual student.
  - d. Inciting or otherwise causing others to disrupt the normal operations of the college or college sponsored activities.
3. **Alcohol:** Using or being under the influence of alcohol while on college premises or at college sponsored activities except as authorized in accordance with official college policy, or possessing or distributing alcoholic beverages while on campus or college sponsored events is strictly prohibited.
  4. **Illegal Drugs:** Using or being under the influence of, possessing, manufacturing, distributing any illegal drug, marijuana, narcotic, hallucinogen or similar chemical agent, including the inappropriate or unlawful use, distribution or possession of prescription drugs, in any quantity, that is prohibited by law, is strictly prohibited.
  5. **Drug Free Schools Policy:** The use, possession, sale, or cultivation of drugs or marijuana for medical and/or recreational purposes is not allowed on any Labouré College of Healthcare property; nor is it allowed at any college sponsored activity on or off campus.
    - a. Use of any drug, including marijuana on college premises is strictly forbidden. Individuals may also face criminal sanctions for the unlawful possession, use or sale of drugs under state or federal law.
    - b. Federal laws (including the Controlled Substances Act and the Drug Free Schools and Communities Act) prohibit marijuana use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds.
    - c. Therefore, even though marijuana use is legal in Massachusetts under certain conditions, individuals are not permitted to possess or use marijuana on the Labouré College of Healthcare campus or college sponsored activities on or off campus.

#### ***Drug and Alcohol Counseling, Treatment and Rehabilitation Services***

Outpatient care, including assessment, counseling, and follow up for individuals and families experiencing problems with alcohol and drugs, may be arranged at the following agencies:

TalkCampus – Virtual Mental Health Support  
(<https://www.students.talkcampus.io/laboure-college>)

Federated Dorchester Neighborhood Houses  
The Little House  
275 East Cottage Street Dorchester, MA 02125  
(617) 282-2180

Comprehensive Addiction Program  
St. Elizabeth's Hospital/SECAP  
736 Cambridge Street Brighton, MA 02135  
(617) 789-6574  
<https://www.semc.org/service-directory/substance-abuse>

Adcare Recovery Services, [Boston@Ascare.com](mailto:Boston@Ascare.com)

Out Patient Services  
14 Beacon Street Suite 801 Boston, MA 02108  
(617) 227-2622  
<http://www.rehabcenter.net/rehab-centers/massachusetts-rehab-centers/boston/adcare-hospital-outpatient>

Carney Hospital [chmail@cchs.org](mailto:chmail@cchs.org)  
2100 Dorchester Avenue Dorchester, MA 02124  
(617) 296-4000

Daniel Driscoll-Neponset Health Center  
398 Neponset Avenue Dorchester, MA 02122  
(617) 282-3200  
<https://www.hhsi.us/locations/daniel-driscoll-neponset-health-center/>

Bournewood Hospital (3-5 days)  
300 South Street Brookline, MA 024671  
(617) 469-0300 or 1(800) 468-4358 (24-hour phone)  
<http://www.bournewood.com/>

Emerson Hospital (Detoxification)  
133 ORNAC Concord, MA 01742  
(978) 369-1400 ARP (Addiction Rehabilitation Program)  
10-day outpatient program, (978) 287-3520

<https://www.emersonhospital.org/clinical-services/behavioral-health/addiction-support-groups>

Dimock Halfway House (4-6-month residential program for substance abuse; treatment facility)  
[info@dimock.org](mailto:info@dimock.org)

Dimock Community Health Center  
55 Dimock Street Roxbury, MA 02119, (617) 442-8800

*NOTE: Dimock Community Health Center has many programs. Call (617) 442-8800 for a complete list of services*

Hope House (4-6 months in-house facility for drug and alcohol detoxification)  
42 Upton Street Boston, MA 02118 (617) 267-4673  
Alcohol and Drug Detoxification Services: Supervised, residential settings for safe withdrawal from alcohol and other drugs <http://hopehousemd.org/>

Steward Health Care  
NORCAP Lodge, 71 Walnut Street, Foxboro, MA 02035  
Call (800) 331-2900, ext. 2. (24-hour phone)  
Main Number: (508) 543-1873  
Inpatient Services: (508) 698-1104  
Intensive Outpatient Evening Treatment Program:  
(508) 698-1117  
<https://www.goodsamaritanmedical.org/services-directory/substance-abuse>

6. **Smoking:** Labouré College of Healthcare recognizes the medical evidence that indicates that smoking and use of tobacco products is a serious health hazard. In our effort to consider the needs and concerns of smokers and non-smokers, and to provide a healthful academic and working environment, the college has a campus wide smoke free policy with respect to smoking, vapor, and/or other tobacco products. This policy includes the Campus Premises, including all buildings, parking lots, and additional grounds on the Labouré campus.
7. **Electronic Recordings:** Any unauthorized use of electronic or other devices to make an audio recording of any person while on college premises or at a college sponsored activity without the express consent of that person is a violation of the college's acceptable use policies and applicable law. Students who wish to obtain consent to

record lectures can review the Labouré Access & Accommodations Handbook for the required materials or their specific program handbook for unique circumstances.

8. **Gambling:** Engaging in unauthorized or illegal gambling on campus premises or at college sponsored activities, either in person or by computer, is not allowed.
9. **Compliance:** Failure to comply with the directions of a college official, faculty, staff member or law enforcement officer acting in accordance with their duties is strictly prohibited. This includes but is not limited to failing to, when requested to do so, present a valid, current form of Labouré College of Healthcare identification. Students must also ensure that they are complying with the specific instructions related to personal health & safety if they are on campus, including but not limited to the applicable COVID-19 health and safety rules.
10. **Documentation:** Forging, altering or misusing any college document, record or means of identification including student identification card, username, pin code or password, college portal and email access are strictly forbidden.
11. **College Property:** Defacing, damaging or destroying college property, including but not limited to graffiti or tagging; attempted or actual theft or unauthorized removal of college property or the property of another person; member of the college community / college partnership, or other personal or public property are strictly forbidden.
12. **Authorization:** Possessing or duplicating keys, mechanical or electronic, to college premises without authorization or entering college premises outside of normal business hours without authorization are strictly prohibited. Students must also ensure that they are following all posted policies related personal health and safety for entering/exiting the building.
13. **Hazing:** Engaging in acts of Hazing as outlined in Massachusetts General Laws, Chapters 269, Sections 17,18, and 19, is strictly prohibited.
14. **Hate Crimes:** Engaging in hate crimes as defined and prohibited by the laws of the Commonwealth of Massachusetts and United States codes is strictly prohibited.
15. **Student Conduct Process and Procedures:** Abusing the Student Conduct Process and Procedures by:
  - a. Falsifying, distorting, or misrepresenting information to a college official or a hearing committee and/or attempting to influence or coerce another to falsify, distort, or misrepresent information to a college official or a hearing committee.

- b. Disrupting or interfering with the orderly conduct of the Student Conduct Process and Procedures. This can include responding inappropriately to notification letters.
  - c. Attempting to discourage an individual's participation in or use of the Student Conduct Process and Procedures.
  - d. Attempting to influence the impartiality of a college official or hearing committee.
  - e. Harassing, or intimidating or attempting to harass or intimidate a party or witness scheduled to appear before a college official or hearing committee and/or harassing or intimidating or attempting to harass or intimidate a college official or a member of the hearing committee.
  - f. Influencing or attempting to influence another person to commit an abuse of the Student Conduct Process and Procedures.
  - g. Failing to comply with sanctions imposed under the Code of Conduct.
16. **Posted Policies:** Violating published college policies, rules or regulations as outlined in the college policy manual, posted in college facilities, college catalog, student handbook, faculty syllabus, or on the college website not otherwise enumerated herein is strictly prohibited.
17. **Pet Policy:** Personal pets that are not certified support animals are not permitted in the administrative or academic buildings. Certain events may allow for pets to visit the campus grounds with approval by the Assistant Vice President of Student Affairs. Owners are not allowed to bring their pets inside college premises and must tend to any cleanup or damage before leaving the campus.
18. **Policies related to Sex Discrimination, Harassment, & Assault:** Students must refer to the guidelines, policies, and procedures outlined in the Student Catalog located at <https://www.laboure.edu/about-laboure/title-ix>.
19. **Policies related to Off-Campus Behavior:** The college reserves the right to take disciplinary action against a student for off campus conduct during college sponsored activities (for example: clinical sites) when such conduct adversely affects the college community, if the conduct poses a threat to another member of the college community or if the student is charged with a violation of local, state or federal law.

## STUDENT CONDUCT PROCESS AND PROCEDURES

1. Process. Any member of the Labouré College of Healthcare community (e.g., students, faculty or staff) may file a report against a Labouré student for a violation of the Student Code of Conduct. As noted above, this Student Conduct Process and Procedure may not govern all reports of student misconduct (for example, violations of the college's Title IX Sexual Harassment Policy, Sexual Misconduct Policy, or Academic Integrity Policy). In addition, certain school-, department-, or degree-specific rules, policies, or regulations (including any such rules and policies relating to licensing) may supplement or supersede this Student Conduct Process and Procedure.
2. Filing. The report must be filed with the Assistant Vice President of Student Affairs (the AVPSA). The AVPSA handles alleged violations of the Student Code of Conduct. The community member who files the complaint is the Complainant.
3. Notification and Initial Meeting. When a student has been charged with a violation of the Code, he/she/they will be notified of the charges in writing. The student who has been charged is the Respondent. Following notification, the AVPSA will meet with the Respondent. The Respondent may have an advisor present at the meeting, as described in paragraph 5 below. If more than one Respondent has been accused in the matter, the AVPSA will decide whether to conduct the meeting(s) separately or jointly.
4. Interviews and Documents. The AVPSA may also conduct meetings and interviews with the Complainant and any witnesses, and may collect and review any documentary materials that he/she/they believes to be relevant to the alleged violation.
5. Advisor. A Complainant and a Respondent (together, "the parties") may each designate an advisor to assist during the process. The advisor may be an individual of the party's choice but must be a member of the Labouré College of Healthcare faculty, staff, or student body. The advisor may not be a lawyer or otherwise serve as a proxy or representative of the party. The party must provide at least 24 hours prior notice of the identity of his/her/their advisor to the AVPSA before any meeting or conference that the party wishes the advisor to attend. If the AVPSA does not give prior approval of the advisor, the advisor may be dismissed at the time of the meeting.
6. Proposed Decision and Sanction. If the AVPSA believes, upon review, that the Respondent is responsible for a violation of the Student Code of Conduct, the AVPSA shall convey that conclusion and recommended sanction(s) in writing to the Complainant and the Respondent.
7. Interim Suspension. The Vice President of Academic and Student Affairs (the VPASA), on the recommendation of the AVPSA, may impose an interim suspension prior to the completion of the conduct process. An interim suspension may be imposed to ensure the safety and well-

being of members of the college community or the preservation of college property, or if the Respondent otherwise poses an ongoing threat of disruption or interference with the normal operations of the college. During the interim suspension, the Respondent may be denied access to the college campus or network (including classes) or to a particular building or part of the college property. He/she/they may also be permitted to access certain college property or resources only at designated times. The terms of any suspension shall be determined by the VPAA in consultation with the AVPSA. Interim suspension does not replace the Code of Conduct process, which shall proceed on the normal schedule.

8. Range of Sanctions. The following sanctions/consequences may be imposed by the college for a violation of the Student Code of Conduct. More than one of the sanctions may be imposed for any single violation. Sanctions of suspension, expulsion or revocation or withholding of a degree will become a permanent part of a student's record.

- a. Verbal warning
- b. Written warning
- c. Probation: A period of observation and review of conduct during which the Respondent must demonstrate compliance with college standards. Terms of this probationary period will be determined at the time probation is imposed.
- d. Temporary or permanent removal from a course.
- e. Temporary or permanent removal from a program.
- f. Restitution: Restitution is monetary compensation required of Respondents who have taken, misused, damaged, or destroyed college property or the property of another member of the community. Amounts charged to Respondents may include cost to repair, replace, recover, clean, or otherwise account for the property affected.
- g. Suspension: The Respondent will lose student status for a specified length of time.
- h. Expulsion: The Respondent will be removed permanently from the college. Expulsion includes forfeiture of all rights and degrees not actually awarded at the time of the expulsion and/or permanent notation of the action on the Respondent's record. The Respondent may no longer participate for any purpose in any college activity or be on college property owned, operated, leased, or maintained for any purpose except when engaged in official business approved in writing by the AVPSA.
- i. Revocation of Admission and/or Degree: Admission to the college or a degree awarded from the college may be revoked for fraud, misrepresentation, or other violation of college standards at any time prior to the completion of the degree requirements, or for serious violations committed by a Respondent prior to graduation.
- j. Withholding Degree: The college may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the successful completion of all sanctions imposed, if any.
- k. Other Sanction: Other sanctions may be imposed instead of, or in addition to, specific sanctions listed in this section. These may include, but are not limited to: recommendations for counseling; establishment of mandatory behavior conditions/contract-signing stating agreed-upon behavior expectations for continued enrollment or reenrollment;

loss of access to college computers and/or network; a specific project designed to assist the Respondent in understanding the overall impact of his/her/their behavioral infraction; a contract of terms for restitution of damages/stolen property before enrollment is continued and/or records are released; suspension from an on-campus job; and suspension from participation in extracurricular activities.

9. Acceptance of Proposed Sanction. If the Respondent is willing to agree with the decision and sanction proposed by the AVPSA, his/her/their acceptance of those terms shall be memorialized in writing, signed and dated by the Respondent and the AVPSA. The acceptance documentation shall be maintained by the college with the Respondent's education records.

10. Hearing Process. If the Respondent recommendation would end with a sanction of suspension or higher (E thru J) – , he/she/they may request a hearing before a Hearing Committee. If the Respondent is appealing a decision that resulted in a verbal or written warning with possible other sanctions, the appeal must be based only on one or both of the following grounds: (1) a procedural irregularity that affected the outcome of the matter, or (2) new evidence that was not reasonably available at the time of the hearing that could materially affect the outcome of the matter; it cannot be due to a disagreement with the recommendation or sanction. In this case, an appeal process will include only an interview of each party and a review of written documentation by the VPAA, whose decision will be final. The VPAA, in his/her/their discretion, may choose to transfer the matter to a Hearing Committee for consideration.

11. Process for Requesting a Hearing. A party's request for a hearing must be made in writing within five (5) business days following the AVPSA's written notification of the recommendation.

12. Pre-Hearing Conference. The AVPSA will convene a pre-hearing conference for either party. The parties will receive notification of this meeting by a letter explaining the nature of the appeal. The purpose of this meeting or meetings is for the AVPSA to familiarize the parties with the hearing process and to allow him/her/them to prepare for the hearing.

13. Hearing Committee. The Hearing Committee will consist of three (3) people chosen by the college from the Labouré College of Healthcare community, with a chair as designated by the college. The appealing party shall be given written notice of the time, date and place of the hearing and the list of Hearing Committee members at least seven (7) days in advance. If the appealing party believes that one or more members of the Hearing Committee has a conflict of interest, he/she/they shall notify the AVPSA within forty-eight (48) hours of receiving written notice of the hearing date.

14. Witnesses and Documents. The appealing party must provide a list of potential witnesses and all documents to be presented at the hearing to the AVPSA at least seven (7) days prior to the hearing. The AVPSA will provide the appealing party with a list of potential witnesses and all documents to be presented at least seven (7) business days before the hearing. If the appealing party believes that one or more witnesses has a conflict of interest, he/she/they shall notify the

AVPSA within forty-eight (48) hours of receiving written notice of the hearing date. The Hearing Committee has discretion to include or exclude certain witnesses from the proceedings.

15. Timing. The hearing must be scheduled to occur within twenty (20) business days of receipt of the appealing party's request and proceed as promptly as possible. Upon mutual agreement between the appealing party and the college, the timeline may extend longer than twenty business days.

16. Hearing Rules and Regulations.

a. The Hearing Committee will be provided with copies of all documents at least forty-eight (48) hours before the hearing. The Hearing Committee has discretion to include or exclude certain documents from consideration during the proceedings.

b. The Hearing Committee may proceed with the hearing without the presence of the Respondent if the committee determines that the Respondent was properly notified of the hearing and failed to attend without good cause.

c. Each party may be accompanied by his/her/their advisor, as described in section 5. The advisor shall have no role at the hearing other than to advise the party. The advisor shall not be permitted to ask or answer questions or to make oral arguments or otherwise disrupt or delay the hearing.

d. The chair of the Hearing Committee will conduct the hearing by following the guidelines below.

e. All individuals present will be introduced.

f. The AVPSA will present the complaint and his/her/their recommendations, citing, where applicable, the specific policy(ies), rule(s), or regulation(s) at issue.

g. The appealing party will be given an opportunity to respond briefly.

h. The AVPSA will present relevant information. Witnesses may be presented, including the other party (if attending). Questions to witnesses by members of the Hearing Committee, either party and the AVPSA may be directed through and at the discretion of the chair of the Hearing Committee.

i. The appealing party will be given an opportunity to respond briefly. Witnesses on behalf of the appealing party may be presented. Questions to witnesses by members of the Hearing Committee, either party and the AVPSA may be directed through and at the discretion of the chair of the Hearing Committee.

j. The AVPSA and the appealing party will be permitted to present summation statements. The hearing will be adjourned by the chair of the Hearing Committee.

k. All participants are expected to act in a courteous fashion and to respect the protocols established by the chair of the Hearing Committee. Interruptions, name-calling, threats, or other rude or inappropriate behavior will result in sanctions or disciplinary actions being imposed on the offending individual.

l. Unless the law so requires, the hearing will not be open to the public.

17. Hearing Decision. Following the hearing, the Hearing Committee will deliberate and determine whether to affirm, modify, or reject the proposed decision and/or proposed sanction

of the AVPSA. The decision of the Hearing Committee will be based solely upon testimony and documents considered during the hearing. A vote of two committee members will be considered a majority decision and will be presented in writing, no later than twenty (20) business days after the conclusion of the hearing, to the AVPSA, the Respondent and the Complainant.

18. Final Appeal.

a. The Respondent may appeal the Hearing Committee's decision in writing to the VPAA within five (5) business days of the committee's decision. This final level of appeal will involve a review of written documentation only. If the appeal is not timely filed, the final appeal opportunity will be considered waived and the decision of the Hearing Committee will be put into effect.

b. All appeals must be submitted in writing directly to the VPAA and must clearly explain, in detail, the basis for the appeal. The appeal may be based only on one or both of the following grounds: (1) a procedural irregularity that affected the outcome of the matter, or (2) new evidence that was not reasonably available at the time of the hearing that could materially affect the outcome of the matter.

c. The VPAA shall review the Hearing Committee's written decision and the written appeal from the Respondent and/or the Complainant. Within ten (10) days of receiving the appeal, the VPAA shall render a written decision, which shall be final and binding. The decision shall be conveyed to the Respondent, the Complainant and the AVPSA.

## 5. STUDENT VERIFICATION, SOCIAL MEDIA AND ONLINE STUDENT ACCESS

Policies in this section are in addition to all other student policies, as students in all programs are responsible for all policies, including online, hybrid, on-ground, or flex courses.

### 1. Academic Integrity and Student Verification Policy

- a. The following policy ensures that Labouré College of Healthcare is in compliance with the provisions of the United States Federal Higher Education Opportunity Act (HEOA) concerning the verification of student identity in distance education credit-bearing courses and programs.
- b. Programs and courses offered through distance education methods should verify that the student who registers for a distance education course or program is the same student who participates in and completes the course or program and receives academic credit.
- c. According to the HEOA, one or more of the following methods should be used:
  - i. An individual secure login and password issued by the college;
  - ii. Proctored examinations; and/or

- iii. Other technologies or practices that are effective in verifying student identification.
2. Online Student Work, Assessments, or Graded Activities Policy:
- a. Must be submitted via a system that verifies the student's identity as noted above. Labouré students are assigned a unique username and password to log into the college's learning management system (eLearning).
  - b. Students are responsible for providing their complete and true identity information in any identification verification process.
  - c. All users of the college's learning management system are responsible for maintaining the Public Safety of usernames, passwords, and other access credentials as required. An account is given to an individual for the exclusive use by that individual.
  - d. Attempting to discover another user's password or attempts to gain unauthorized access to another person's files or mail is prohibited. It is against college policy for a user to give someone his or her password or allow others to use his or her account.
  - e. Users are responsible for any and all users of their account. Users are responsible for all activity on their accounts.
3. Student Verification Policy
- a. Personal identifiable information collected by the college may be used as the basis for identity verification. This information may include a combination of the following:
    - i. Student ID number
    - ii. Last 4 digits of the student's Social Security Number
    - iii. At least 2 other pieces of information such as the student's email address on file, date of birth, address, or username
  - b. The verification of a student's identity begins at the time of admission or initial course registration. Procedures related to student identity verification include registration, advising, and transcript procedures.
  - c. Personally identifiable information collected by the college may be used, at the discretion of the institution, as the basis for identity verification. The Academic Integrity Policy specifically prohibits all forms of cheating, plagiarism and academic dishonesty.
  - d. This policy also prohibits any misuse of college computer resources such as to knowingly gain access to or use college computing or internal or external

communications facilities for which legitimate authorization has not been granted.

#### 4. Social Media

- a. The college recognizes that social networking websites are a popular means of communication. Students who use these websites must be aware that posting certain information is illegal.
- b. Violations of existing statutes and administrative regulations may expose the offender to criminal and civil liability and the punishment for violations may include fines and imprisonment. Offenders also may be subject to adverse academic actions up to and including dismissal.
- c. The following actions are forbidden for students:
  - i. Students may not disclose the personal information of other individuals. Removal of an individual's name does not alone constitute proper de-identification of protected information.
  - ii. Students may not disclose private (protected) academic information of a student or trainee.
  - iii. Students may not present themselves as an official representative or spokesperson for the college. Students must make it clear that they are speaking for themselves and not on behalf of the college- Students may consider adding a disclaimer such as "The views expressed on this (blog, website, etc.) are my own and do not reflect the views of the college."
  - iv. Students may not represent themselves as another person, real or fictitious, or otherwise attempt to obscure their identity as a means to circumvent the prohibitions listed above and below.
- d. In addition to the absolute prohibitions listed above, the actions listed below are strongly discouraged. Violations of these suggested guidelines are considered unprofessional behavior and may be the basis for disciplinary action:
  - i. Display of vulgar language; Display of language or photographs that imply disrespect for any individual or group because of age, race, gender identity or expression, ethnicity, or sexual orientation;
  - ii. Presentation of personal photographs or photographs of others that may reasonably be interpreted as condoning irresponsible use of alcohol, substance abuse or sexual promiscuity; and
  - iii. Posting of potentially inflammatory or unflattering material on another individual's website
- e. For additional examples of acceptable use, students can refer to the *Acceptable Use Policy*, available in the student handbook, catalog, and by request.

## 5. Netiquette Guide for eLearning Coursework

- a. General Guidelines - When communicating online, you should always:
  - i. Treat the professor with respect (in all online communication).
  - ii. Use your professor's proper title: Dr. or Prof., or, if you are in doubt, Mr. or Ms.
  - iii. Avoid referring to your professor by first name, unless specifically invited to do so.
  - iv. Use clear and concise language.
  - v. Have correct spelling and grammar for all college level communication.
  - vi. Avoid slang terms, such as "wassup?" and texting abbreviations, such as "u" instead of "you."
  - vii. Use standard fonts such as Times New Roman and use a size 12 or 14 pt. font.
  - viii. Avoid using the caps lock feature AS IT CAN BE INTERPRETED AS YELLING.
  - ix. Limit and possibly avoid the use of emoticons like :) or \o/.
  - x. Be cautious when using humor or sarcasm, as tone is sometimes lost in an email or discussion post and your message might be taken seriously or considered offensive.
  - xi. Post only personal photographs into eLearning and forum posts that are professionally dressed head shots.
  - xii. Be careful with personal information (both yours and others).
  - xiii. Avoid sending confidential patient information via email.
  
- b. E-Mail Guidelines – When communicating online, you should always:
  - i. Use a descriptive subject line.
  - ii. Write a greeting at the beginning of your first email.
  - iii. Keep your message brief and focused.
  - iv. Avoid attachments, unless you are sure your recipients can open them.
  - v. Avoid sending email to large numbers of people unless you have a legitimate reason to do it.
  - vi. Proofread your emails.
  - vii. Be careful of your tone in emails. When communicating in person or phone, your facial expressions and voice convey so much information. That information is lost in an email. Choose your words thoughtfully. Sarcasm can (and will) backfire.
  - viii. Check your email at least once a day.
  - ix. Attempt to find the answer to your question in the course syllabus or handouts before emailing the professor or classmates.
  - x. Sign your message with your name.
  - xi. Read all emails sent by your professor.
  - xii. Think before you send an email to more than one person. Does everyone really need to see your message?
  - xiii. Be sure you really want everyone to receive your response when you click, "reply all."

- xiv. Be sure that the message author intended for the information to be passed along before you click the “forward” button.
  - xv. Be kind.
- c. Forum/Discussion Board Netiquette Guidelines – When posting on a discussion board in your eLearning course, you should:

**Participate.** This is a shared learning environment. No lurking in the cyberspace background. It is not enough to login and read the discussion thread of others. For the maximum benefit to all, everyone must contribute.

- i. Check if anyone has asked a question or made comments already and received a reply, before posting your question or comments to a discussion board. Just as you wouldn’t repeat a topic of discussion right after it happened in real life, don’t do that in discussion boards either.
- ii. Make posts that are on topic and within the scope of the course material. Don’t post irrelevant links, comments, thoughts, or pictures.
- iii. Take your posts seriously and review and edit your posts before sending.
- iv. Be as brief as possible while still making a thorough comment.
- v. Be sure to read all messages in a thread before replying.
- vi. Avoid repeating someone else’s post without adding something of your own to it.
- vii. Avoid short, generic replies such as, “I agree.” You should include why you agree, or add to the previous point.
- viii. Summarize all answers and post that summary to benefit your whole class, if you ask a question and many people respond.
- ix. Quote just a few key lines from his/her/their post so that others won’t have to go back and figure out to which post you’re referring, if you refer to something your classmate said earlier in the discussion.

**Recognize and respect diversity.**

- x. Check the most recent comments before you reply to an older comment, since the issue might have already been resolved or opinions may have changed.
- xi. Run a spelling and grammar check before posting anything to the discussion board.
- xii. Express your differing opinion in a respectful, non-critical way, when you disagree with someone.
- xiii. Always give proper credit when referencing or quoting another source.

**Refrain from being personal; do not take things personally.**

- xiv. Avoid flaming! Criticism must be constructive, well-meaning, and well-articulated.
- xv. Return to the conversation regularly.
- xvi. Refrain from :- ) faces and **c u l8r’s**, even though social networking and text messaging has spawned a body of linguistic shortcuts that are not part of the academic dialogue.

- xvii. Always remember to say “Please” and “Thank you” when soliciting help from your classmates.
- xviii. Avoid writing anything that sounds angry or sarcastic, even as a joke, because without hearing your tone of voice, your peers might not realize you are joking.
- xix. Be open-minded.
- xx. Read your post out loud before hitting the send button. This will tell you a lot about whether your grammar and sentence structure are correct, your tone is appropriate, and your contribution clear or not.

Procedures in this section:

- a. For any complaints that refer directly to the overall academic program, academic integrity, course, instruction, or instructor:
  - i. Follow the procedures listed in section 3 (Academic Integrity Policies & Procedures)
- b. For any complaints that are not academically related:
  - i. Follow the procedures listed in section 4 (Code of Conduct)

## 6. STATE AUTHORIZATION COMPLAINT POLICY & PROCEDURE

Labouré College of Healthcare is committed to integrating institutional objectives in innovative ways to demonstrate excellence in all online programs.

When an issue is brought to the college’s attention, the college will take appropriate action to seek resolution. Students are encouraged to pursue Labouré College of Healthcare’s internal complaint procedures, described above, for any complaints before contacting external sources for resolution. Often, it is the case that communication with the course professor is the most direct route to resolving issues.

If an issue cannot be resolved at that level, a student should contact the Academic Chair or Dean for guidance. While attending Labouré College of Healthcare, students residing outside of Massachusetts who desire to resolve a complaint should always follow the college’s student complaint procedure as described above. If a complaint cannot be resolved internally, students may be able to file a complaint with the Massachusetts Department of Higher Education.

1. Massachusetts Department of Higher Education Complaint Process:
  - a. The Massachusetts Department of Higher Education, in its capacity as the SARA portal entity for Massachusetts, reviews and evaluates student complaints regarding distance learning programs offered by Massachusetts-based institutions that are members of SARA in accordance with 610 CMR 12.07.
  - b. Complaints that should be filed as a SARA Complaint are those that pertain to distance (online) education provided by Massachusetts-based SARA institutions to students residing in other states pursuant to SARA only.

- c. Complaints about a SARA institution's operations or activities in Massachusetts can be filed [here](#) and will be resolved pursuant to [610 CMR 2.00](#) or otherwise in accordance with the institution's policies.
2. The SARA complaint process is as follows:
    - a. Students must first attempt to resolve their complaint using internal administrative procedures offered by the SARA institution.
    - b. After all administrative remedies have been exhausted with the MA-SARA institution, the student may submit a SARA Complaint via the URL below.
    - c. The Department shall send a copy of the complaint to the institution that is the subject of the complaint
    - d. Within 30 days of the date that the Department sends a copy of the complaint to the institution, the institution must provide a written response to the student and the Department.
    - e. More information about the BHE's complaint process can be found at: <https://www.mass.edu/foradmin/sara/complaints.asp>
    - f. Within 30 days of the date the Department received the institution's response, or if the Department receives no response, the Commissioner or his or her designee shall issue a notice to the institution containing the Commissioner's findings regarding the complaint; any corrective actions that the institution shall take; and that, should the institution fail to take those corrective actions, the complaint shall be referred to the Office of the Attorney General for review and, if the Office of the Attorney General deems it appropriate, enforcement action.

## 7. COLLEGE EMERGENCY PROCEDURES

Labouré College of Healthcare is dedicated to providing a safe and secure work and learning environment for students, faculty, staff and visitors. The safety and protection of all students, faculty, staff and visitors to Labouré College of Healthcare are critically important. The College Emergency Plan identifies the preparedness and responses necessary to ensure this objective.

The college has an Emergency Executive Incident Response Team (EEIRT) which will be convened to implement the Emergency Continuity Plan in addressing crisis management incidents. The EEIRT will conduct a prompt assessment of the severity of the incident/situation and determine the actions to be taken. Upon assessment, EEIRT will execute a chain of actions to address the incident which includes the execution of internal and external communication response protocols. This includes timely warning, debriefing and documentation of resolution.

Labouré College of Healthcare's policy is to release information to the campus community in times of crisis in a timely, accountable and honest manner. Campus community members are immediately notified when a significant health or safety emergency occurs on campus.

Labouré College of Healthcare has a variety of ways to notify the community of emergency incidents. These include the campus phone system, OMNI Alert System, Emergency Page system, and college website. The Emergency Page system is tested quarterly by Public Safety.

An emergency is an unforeseen event or condition requiring prompt action. An emergency or disaster may occur at any time of the day or night, weekend, or holiday with no warning. Public safety emergencies and environmental emergencies, fires and fire alarm emergencies, and medical emergencies fall into the emergency category. An individual, groups or the entire college can be affected by an emergency which may involve the evacuation of the campus.

#### 1. Reporting Criminal Incidents

- a. Labouré College of Healthcare Public Safety staff are entrusted with Public Safety/building monitoring services at the college. Public Safety staff does not have arrest powers.
- b. In the event of an emergency, Public Safety will coordinate with local law enforcement/emergency services officials as necessary.
- c. The Public Safety staff are on campus during campus hours and beyond as needed. They enforce the college's Public Safety policies. Public Safety maintains written plans and procedures for its duties on campus.
- d. In an emergency, call Public Safety (x3571) if calling from an on-campus phone, call 911 from a cellular device, or access police box at rear of C building
- e. Labouré College of Healthcare encourages students, faculty, staff and visitors to report public safety related incidents to the Public Safety Office.

#### 2. Reporting Emergency Incidents:

- a. Call Public Safety at ext. 3571, Dial 911 or pick up the Blue Police Call box which is outside on the wall by the rear entry to the C building. This will connect you directly with the Milton Police Department.
- b. When reporting an incident:
  - i. Clearly identify yourself
  - ii. State where you are calling from; and
  - iii. State briefly the nature of the emergency
- c. For Non-life-threatening emergencies:
  - i. Dial ext. 3571 (Public Safety) from campus phones (classrooms, offices)
  - ii. Dial Milton Police Department (617) 698-3800

#### 3. Steps to take in an Evacuation

- Depending on the type of emergency (steps specific to the type of incident are detailed below):
- Collect all personal belongings if safe to do.
- You cannot return to the building after the event.

- Leave the building immediately following any verbal instructions. Also follow the evacuation route which is posted on each floor by the elevator in the C building.
- If safe to do so, faculty should turn off all gas and electrical appliances.
- When outside the building move as far away as possible from the building. This will also help first responder and emergency services get unimpeded access to the emergency.

If a disabled person needs assistance, he/she should identify the need to a faculty member.

UNDER NO CIRCUMSTANCES, in the event of an emergency, should the elevator be used.

#### 4. Timely Warning Procedures

- a. The Emergency Alert system is designed to give students, faculty and staff timely notice of an immediate threat to the campus community and to heighten safety awareness. The safety of our Labouré community is of utmost importance and a priority. The college has created an Emergency Management team to oversee operations during a crisis and/or in the planning and the preparedness stages.
- b. Emergency notifications will be announced to faculty, staff and students via the Emergency Omni Text Messaging alert system, phone calls, email and the Emergency Page system.
- c. Participation in the Emergency Omni Text Messaging alert system is voluntary.
- d. If you choose not to participate in the system:
  - i. You will not receive electronic communications via the alert system.
- e. If you choose to participate in the system:
  - i. Your cell phone number and information should be current in the Labouré communications system.
  - ii. If the information is not in the system, other methods of communication pertaining to timely warning procedures would include oral directions from Public Safety, from the Labouré Senior Management staff (Emergency Management team) or from public safety personnel.

#### 5. The following situations are examples that may warrant an emergency notification after confirmation:

- a. Hostile/Active Intruder
- b. Shelter in Place: Designate area of safety
- c. Bomb/Explosives Threat
- d. Severe Weather
- e. Natural Disaster
  - i. Hurricane/Tornado
- f. Hazardous Material Incident
- g. Suspicious Activities & Packages
- h. Fire in Buildings
- i. Power Outage

6. Emergency situation procedures:
- a. Hostile/Active Intruder
    - i. Escape/run if you feel safe to do so.
    - ii. If you know where the shooter is and are able to flee the building without the shooter's/intruder's knowledge run out
    - iii. If conditions are not safe:
      - 1. Lock and barricade the classroom doors;
      - 2. Turn off all lights
      - 3. Take coverage behind concrete walls, heavy desks and file cabinets;
      - 4. Make sure all cellphones, classroom monitors and audio equipment are on silent mode; and
      - 5. Stay covered until notified by Public Safety/public safety personnel, or staff member
    - iv. If armed intruder comes into your classroom,
      - 1. Identify an escape route behind you if possible.
    - v. If escape is not possible, decide if you are going to negotiate with intruder or take any measures such as fighting off the intruder.
    - vi. If a hostile/active intruder is outside your building, you should:
      - 1. Go the closest room that can be locked,
      - 2. Close and lock all the doors and windows once secure in room,
      - 3. Turn off lights and everyone down on the floor so as not to be seen, and
      - 4. Someone in the room should contact Public Safety at 617-322-3571, or pick-up classroom phone and dial extension 3571 and/or Call 911 directly from classroom phone (this phone only allows calls within the college or 911).
    - vii. If hostile/active intruder is inside building, you should
      - 1. Go to the closest room that can be locked;
      - 2. If not found, look for an exit that you can reach safely;
      - 3. Do not carry anything so you will not be mistaken for a suspect;
      - 4. Keep your hands up as you exit so again you will not be mistaken for a suspect; and
      - 5. Do not leave area until you have been told to do by emergency personnel.
  - b. Shelter in Place: During the time of a campus-wide emergency, Public Safety and/or College Emergency Management team may order a Shelter in Place warning.
    - i. Shelter in Place is a designated area of safety, such as an interior room with no or few windows and taking refuge in that location. Different situations require different locations. Once told to shelter in place, follow the directions provided.

1. You may be required to shelter in place for such events as active shooter, severe weather, hazardous material event, or if directed by emergency personnel.
  2. If ordered to shelter in place, immediately seek shelter in the nearest facility, classroom, building, or office.
  3. If possible, try to find a room with no windows. You should have a cell phone, land-line phone or computer in the location to aid in getting additional information as well as being able to report any life-threatening conditions.
- c. Bomb/Explosives Threat
- i. Students should contact Public Safety and/or the Welcome Center if they have any information related to a bomb/explosives threat.
  - ii. Staff will connect with local law enforcement and follow emergency commands
  - iii. Staff and Students will be notified by the college through all available communication means.
- d. Severe Weather
- i. The Labouré community will be notified via local tv stations, radio stations, Omni Text Alert, Twitter, Facebook and/or the college website if the college will close for the day/night or close early/open late.
  - ii. If students are already at the college, they will follow instructions by staff regarding possible evacuation.
  - iii. Students who are at a clinical site when receiving a notification from the college should follow the directions of their clinical site, since clinicals are in multiple areas.
- e. Natural Disaster (i.e. Hurricane/Tornado)
- i. Go to rooms and corridors in the inner part of the building – do not use elevators.
  - ii. Stay indoors away from windows and glass.
  - iii. Close all doors, including main corridors if possible.
  - iv. Stay away from heavy objects such as lights, wall hangings, etc.
  - v. Help direct people with disabilities to a safer location.
  - vi. Remain inside until cleared by emergency personnel or appropriate college staff.
  - vii. If you are outdoors, lie flat in nearest ditch and cover your head.
- f. Hazardous Material Incident
- i. Tell people to evacuate immediate area.
  - ii. Alert Public Safety and/or call 911 emergency services via phone or call on college blue police phone.
  - iii. Avoid breathing vapors.
  - iv. If contaminated, seek eye wash and/or emergency shower.
  - v. Leave the cleanup to the professionals.
  - vi. Do not operate any electrical devices, phone (including cell), appliances, light switches or any equipment with open flames, within spill area.

- vii. Re-enter area only after clearance by emergency personnel/authorities.
- g. Suspicious Activities & Packages
  - i. Report suspicious activity immediately to Public Safety 617-322-3571
  - ii. Alert others in the immediate area.
  - iii. Do not open or shake package.
  - iv. Leave the area and let appropriate staff handle situation.
- h. Fire in Buildings
  - i. Walk to the nearest exit; do not use elevators.
  - ii. If not already activated, pull the fire alarm or call 911.
  - iii. Drop to hands and knees and crawl to nearest exit if there is smoke.
  - iv. Cover your face with a scarf or towel to breathe through your nose.
  - v. Assist persons with disabilities and alert emergency responders to the location of trapped or disabled persons.
  - vi. Once outside of building, follow the directions by emergency personnel and place yourself as far from the potential location of the fire/college as possible.
  - vii. Do not get into your vehicle and/or leave the scene until cleared by emergency personnel.
- i. Power Outage
  - i. Remain calm and follow directions from staff and/or emergency personnel,
  - ii. Shut off all equipment in labs.
  - iii. Do not use candles or other types of flame.
  - iv. If trapped in elevator, do not pry open elevator doors. Use emergency phone in the elevator to contact emergency personnel.