



JOHNSON & WALES UNIVERSITY
COLLEGE of PROFESSIONAL STUDIES

College of
**Professional
Studies**

2024-25 Handbook

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Handbook

College of Professional Studies

The Student Handbook is your reference to the resources you need at Johnson & Wales University. It contains information on academics, advising, financial services, student activities and services, academic and university policies, and much more.

The Doctor of Business Administration program also has a Program Handbook, as does the Occupational Therapy Doctorate (OTD) program. If you are an OTD student, contact the OTD director (nancy.dooley@jwu.edu) to receive a copy of the OTD Program Handbook.

Introduction

By enrolling at and attending Johnson & Wales University, students agree to abide by all university catalogs, codes of conduct, handbooks, manuals, policies, procedures, regulations, rules and any other publications applicable to students (collectively, "Publications"). The university may, at any time and without prior notice, add to, amend, change, modify, revise or supersede any of its catalogs, codes of conduct, handbooks, manuals, policies, procedures, regulations, rules and any other publications (including, without limitation, marketing or promotional publications), and the university may, at any time and without prior notice, add, cancel, change, modify, postpone, revise, supersede or withdraw any policies, provisions, requirements or rules in any Publications and may also at any time and without prior notice, add, cancel, change, modify, postpone, revise, supersede or withdraw any classes, courses, activities, events, internships, laboratories, and programs (of study or otherwise); without limiting the generality of the foregoing, this includes, but is no way limited to, transitioning from in-person to remote classes, courses, activities, events, internships, laboratories, and programs (of study or otherwise).

Academic Calendar

The academic calendar lists start and end dates for classes, in addition to holidays and makeup class meeting dates (as applicable). The academic calendars can be found on the Academic Calendars webpage. These calendars are offered for planning purposes only and are subject to change.

For financial aid purposes, the definition of an academic year is a period in which a student completes two semesters (credit hours), which consists of 16 weeks for a total of 32 weeks. The academic calendar includes two semesters (fall and spring). Summer is optional for undergraduate programs but may be required for some graduate programs.

For the purposes of awarding Title IV financial aid, the payment period is the academic year.

Staying Connected

This section of the handbook includes resources on where to get important Johnson & Wales University information and updates.

Important Information

Every active JWU student receives a web-based email account for sending and receiving email. Students are expected to monitor their accounts frequently for official communications from faculty and the university.

Johnson & Wales University Information Technology (JWU IT) provides support with university-provided technology to all students. This includes Wildcat email, mobile apps, software discounts, computer labs and on-campus services, such as printing, internet and Wi-Fi. The JWU IT website provides how-tos and information on the various available technology services. Students can call 866-JWU-HELP (866-598-4357) or email JWU IT (it@jwu.edu) with any university-provided technology related question.

JWU Communications with Students

Johnson & Wales University is committed to providing timely and relevant communication to our students. The university sends communications by regular mail and/or via the university email system, with the full expectation that students will receive and read them in a timely manner. Any correspondence sent by mail or university email is deemed to be an official notification.

Email

The university email system is considered to be the primary medium of formal communication with students. Accordingly, **each enrolled student is required to activate and then monitor his or her university email account on a frequent and consistent basis.**

Students experiencing technical difficulties when accessing their university email account must contact the JWU IT Service Desk for assistance at 866-JWU-HELP (866-598-4357) or via email (helpdesk@jwu.edu).

Student Contact Information

The university may also correspond with students by regular mail. For the university to communicate effectively and in a timely manner, including in emergency situations, all students are required to manage and update, via jwuLink, their permanent address and telephone contact information (including cellphone numbers) so that they are current at all times. Students may also supply a mailing address if they wish their correspondence to be sent to an address other than their permanent address. A Schedule Hold will be assigned to students who fail to maintain a valid permanent address during the enrollment period.

Depending upon the type of correspondence, individual university offices may choose to use any one of the student's listed addresses (preference is documented in each department's procedures). Upon graduation, a student's diploma will be mailed to the address provided by the student on the graduation application. If no graduation application was submitted, diplomas will be mailed to the student's permanent address.

Emergency Information

The JWU email accounts are one way the university communicates with students in times of an emergency. In addition, the campus has implemented an emergency notification system, called Blackboard Connect, that can send notices via voice messages to students' cell or home phone numbers. By default, online program students do not receive emergency notifications. Online students who wish to receive emergency notifications for a particular campus on a regular basis should contact their online academic advisor.

Mailing Address

A student's mailing address is classified as the preferred mailing address during enrollment. Most correspondence from the university will be sent to this address. If no mailing address exists on file, the permanent address will be used.

Permanent Home Address (Required)

A permanent home address is classified as the student's "home" address. If no address is supplied during the enrollment period, a Schedule Hold will be placed on the student's account. Students are required to update their permanent home address so that the information is correct and current at

all times of enrollment. Note: JWU records the original address at the time of application as the permanent address.

General Information and Policies

This section of the handbook includes important information and policies for students in the JWU community.

Advising

Every online student has a dedicated, assigned online academic advisor who assists with questions pertaining to degree requirements, registration, financial aid and general policies. Students receive a telephone call and email from their online advisor welcoming them to the JWU online community. A student's online academic advisor advises the student from enrollment through graduation and serves as a liaison for the student with other student service departments and areas.

Call For Help Policy

Johnson & Wales University (JWU) is committed to creating and maintaining a community that fosters the health and safety of every student, as well as personal responsibility and decision-making. If a student is experiencing an alcohol or drug-related emergency, the health and safety of that student is the most important concern. JWU wants to encourage students to call for help for themselves or on behalf of others, when they witness, are made aware of, or are experiencing such an emergency.

As such, there will be no formal hearing through JWU's Conduct Review Process (p. 64) for alcohol or drug policy violations related to the medical emergency, for either the reporting student and/or the student in need of help. However, they may be required to meet with an administrator for an educational conversation. An administrator may also encourage the student to attend an educational program or utilize on-campus resources. Failure to participate in any such educational conversation will result in a hold being placed on the student's account. This policy also applies to student organizations and their members involved in the reported incident.

The person/group calling for help on behalf of another student is strongly encouraged to remain with the student experiencing the medical emergency until medical attention arrives. This policy does not apply to individuals who did not seek assistance for a medical emergency related to alcohol or other drugs but, instead, were found to be in need of assistance by university officials or others (including but not limited to Resident Assistants, Campus Safety & Security ["CS&S"] officers, faculty members, etc.).

The health and safety of every student at JWU is of utmost importance. JWU recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that an incident of violence occurs, including, but not limited to, domestic violence, dating violence, stalking, or sexual assault may be hesitant to report such incidents due to fear of potential consequences for their own conduct. JWU strongly encourages students to report incidents of violence to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of violence to JWU's officials or law enforcement will not be subject to JWU's Conduct Review Process for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the incident of violence.

This policy is not intended to shield or protect those students or organizations in cases of extreme, flagrant, or repeated violations of the Student Code of Conduct (p. 62). In cases where extreme, flagrant, or repeated violations occur, the university reserves the right to implement the Conduct Review Process on a case-by-case basis, regardless of the manner in which the incident was reported. For such cases, the vice president of student affairs and dean of students, director of community standards and conduct, or any such person's designee will make the final determination as to the applicability of this policy.

This policy will not exempt students and organizations from being held accountable for violations regarding other behaviors including, but not limited to, assault, distribution of illicit substances, vandalism, domestic or dating violence, sexual assault, sexual harassment, sexual exploitation, and stalking.

In any emergency Johnson & Wales University strongly encourages students to call CS&S or 911 for immediate assistance.

This policy is not intended to address possible violations of criminal laws or their consequences outside the university. This policy only applies to the

university's Conduct Review Process. Criminal or police action may still occur separately from Community Standards and Conduct.

Complaints and Grievances

It is the intention of Johnson & Wales University to resolve complaints and grievances quickly, informally and as close as possible to the point of origin. The complaint and grievance process set forth below is not intended to be a forum to challenge university policy, but rather a means by which an individual can seek a timely and fair review of his or her concerns.

Exempt from Johnson & Wales' compliant and grievance process are those areas for which there presently exists a separate complaint or grievance process or built-in review or appeal. Those exempt areas include, but are not limited to, the following:

1. Actions by the dean of students, including matters that have been referred to Community Standards and Conduct
2. Actions by Residential Life concerning contract release or room relocations
3. Actions by the Academic & Financial Appeals Committee
4. Actions by a faculty member, staff member or third party which may constitute harassment or discrimination (which should be referred to the nondiscrimination and Title IX coordinator, a nondiscrimination campus liaison, or Human Resources & Payroll as set forth in the Prohibited Discrimination and Harassment Policy (p. 19))
5. Actions relating to involuntary medical withdrawals (p. 38)
6. Actions relating to the ADA/Rehabilitation Act Grievance Policy And Procedure (p. 8)
7. Actions relating to the review of accommodation decisions
8. Actions relating to Academic Integrity (p. 41)

Complaint and Grievance Process

For the resolution of academic and administrative issues outside of the exempt areas, please follow the following process.

Step 1

If a student has a complaint about a matter related to the student's grade, class assignment, or issue of a similar nature, the student should first address the complaint or grievance with the faculty or staff member involved within five days of the incident. If a student has a different type of complaint, the student may also follow this process. The faculty or staff member will consider the complaint or grievance and notify the student of the faculty or staff member's decision within a reasonable time, usually five days. If a student (a) does not have a complaint about a matter related to the student's grade, class assignment, or issue of a similar nature and (b) does not wish to address the complaint or grievance with the faculty or staff member involved, the student should follow the applicable process indicated in Step 2 below.

Step 2

If the student (a) does not have a complaint about a matter related to the student's grade, class assignment, or issue of a similar nature and (b) does not wish to address the complaint or grievance with the faculty or staff member involved OR the complaint or grievance cannot be resolved at the previous level, the student should present the complaint or grievance, in writing, to the appropriate department chair or department director within five days of the incident (if raised in the first instance) or within five days of receipt of the faculty or staff member's decision (if raised previously with the faculty or staff member). The department chair or department director will document their decision and provide a copy to the student, faculty or staff member, and dean of the appropriate school or college (in the case of an academic complaint or grievance) or the dean of students (in the case of an administrative complaint or grievance) within a reasonable time, usually five days.

Step 3

If the complaint or grievance is still unresolved, the student may request a final review at the dean's level by submitting a written request for review to the dean of the appropriate college or school (in case of an academic complaint or grievance) or the dean of students (in case of an administrative complaint or grievance) or their designees. The written request should set forth the reasons that the student is seeking a review of the earlier decision and, in particular, should specify if the student feels that relevant,

new information has come to light since the decision was made or that the decision was unjust or inconsistent with the circumstances of the incident. The request will be considered by the appropriate dean or designee. The decision of the reviewing dean will be final and a written copy of the decision will be given to the student.

Expedited Review

If there is a legitimate need for an immediate or expedited review of an academic or administrative decision, then written complaints and grievances or requests for review and decisions may not be required. The determination of whether an expedited review is appropriate is determined in the sole discretion of the dean of the appropriate college or school (in case of an academic complaint or grievance), the dean of students (in case of an administrative complaint or grievance) or their designees.

Note: Retaliation against any individual who has made a good faith complaint or grievance or cooperated in the investigation of such a complaint or grievance is a violation of university policy. Anyone found to have engaged in retaliation will be subject to disciplinary action up to and including termination or dismissal.

Student Complaint Process for Online Students

Current SARA Member Jurisdictions

Current authorized jurisdictions subject to the State Authorization Reciprocity Agreement (SARA) and the National Council for SARA (NC-SARA) standards include all states and the District of Columbia, with the exception of California. California has its own process for the filing of complaints by online students living in that state that is discussed under **Student Complaint Process for Online Students in Non-SARA Jurisdictions** below.

Online Student Complaint Process

If you are enrolled as an online student and you have a complaint that cannot be resolved through Johnson & Wales University's internal complaint process as set forth in the JWU Online Catalog, you may file a complaint with the Rhode Island Council on Postsecondary Education (RI-CPE), as described below in **Student Complaint Process for Online Students in SARA Jurisdictions**, or, if living in California, with the California Department of Consumer Affairs (CADCA), as described below in **Student Complaint Process for Online Students in Non-SARA Jurisdictions**.

You may also see additional consumer information related to all other aspects of Johnson & Wales University.

Initial Complaints To Be Filed with JWU

Before filing a complaint with RI-OPC or CADCA, online students are expected to first file an internal complaint with JWU, by following this process.

The complaint will be reviewed, evaluated, and, whenever possible, resolved by the relevant JWU personnel. If the student bringing the complaint is not satisfied with the outcome of JWU's internal complaint process, the complainant may file his/her complaint, within two years of the incident about which the complaint is made, with RI-OPC or CADCA, depending on where the online student resides. The resolution of the complaint by RI-OPC or CADCA will be final.

Student Complaint Process for Online Students in SARA Jurisdictions (All But California)

RI-CPE has promulgated a Student Complaint Procedure. As specified in that procedure, JWU online students may file the following types of complaints with RI-CPE:

- Allegations of Consumer Protection Violations, including Fraud and False Advertising
- Allegations of Violations of State Laws, Rules or Licensing Requirements
- Allegations of Violations of Accreditation Standards
- Allegations of Violations of Standards Established by NC-SARA
- Complaints About Education Program Quality
- Other Complaints as specific in the RI-CPE Student Complaint Procedure

As specified in the RI-CPE Student Complaint Procedure, such student complaints shall be delivered or mailed to the Rhode Island Office of the Postsecondary Commissioner (RI-OPC) at the following address:

Rhode Island Office of the Postsecondary Commissioner
560 Jefferson Boulevard
Warwick, RI 02886-1304

The phone number for RI-OPC is 401-736-1100.

Student Complaint Process for Online Students in Non-SARA Jurisdictions (California)

If you are enrolled as an online student living in a state that is not a member SARA (currently only California) and you have a complaint that cannot be resolved through Johnson & Wales University's internal complaint process, you may file a complaint with the California Department of Consumer Affairs (CADCA). On behalf of California student residents, CADCA will evaluate complaints, identify the appropriate accrediting agency or governmental entity to handle the complaint, and request a response from the entity regarding the final disposition of the complaint. The address and contact information for CADCA are below:

California Department of Consumer Affairs Consumer Information Center

1625 North Market Blvd., Suite N-112
Sacramento, CA 95834

(833) 942-1120

dca@dca.ca.gov

For a complete list of relevant state agencies within the U.S., please refer to the following list of State Agencies.

State-Specific Complaint Venues

Student Complaint Process for North Carolina students

The State Authorization Unit of the University of North Carolina System Office serves as the official state entity to receive complaints concerning postsecondary institutions that are authorized to operate in North Carolina. If students are unable to resolve a complaint through the institution's grievance procedures, they can review the Student Complaint Policy (PDF) and submit their complaint using the online complaint form.

For more information contact:

North Carolina Post-Secondary Education Complaints
223 S. West St. Suite 1800
Raleigh, NC 27603
(919) 962-4550

To file a complaint with the Consumer Protection Division of the North Carolina Department of Justice, please visit the State Attorney General's webpage. North Carolina residents may call (877) 566-7226. Outside of North Carolina, please call (919) 716-6000. En Espanol (919) 716-0058.

If you choose to mail a complaint, please use the following address:

Consumer Protection Division
Attorney General's Office
Mail Service Center 9001
Raleigh, NC 27699-9001

Student Disability Grievance Policy and Procedures

Policy Statement and Scope

Johnson & Wales University has designed this Student Disability Grievance Policy and Procedure ("Policy") to comply with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973. The university intends to provide an equitable and prompt grievance procedure to resolve complaints of discrimination or harassment or other alleged violations of the ADA, Section 504 of the Rehabilitation Act, and any similar, applicable state law. The policy and procedure applies to current university students.

Definitions

"Grievance" means a written¹ complaint submitted in accordance with this policy and procedure and alleging a violation of the ADA, the Rehabilitation Act, or any similar, applicable state law carried out by employees, students, or third parties. At minimum, the grievance shall contain the following information:

1. Petitioner's name, address, email, and telephone number(s);
2. The date of the alleged violation(s) and a detailed description of the alleged violation(s);
3. All respondents' names;
4. The specific action or relief the petitioner seeks; and

5. Any and all other information on which the petitioner is relying to support the grievance.

“Investigator” means the Title IX coordinator, or, in cases where the Title IX coordinator is alleged to be responsible for the grievance, the vice president of student affairs and dean of students, or their respective designees.

“Petitioner” means a student submitting a grievance.

“Respondent” means any person alleged to be responsible in the grievance. A petitioner may identify one respondent or multiple respondents, as appropriate, in a grievance.

Procedures Related to the Filing of a Grievance

A. Any Johnson & Wales University student may file a grievance.

B. The university strongly encourages petitioners to discuss their concerns informally with all respondents to seek an informal resolution before they file any grievance. If a petitioner is unwilling to attempt informal resolution or if attempts at informal resolution fail, the petitioner may then submit a grievance to the Title IX coordinator (hereinafter to include their designee) at the following address:

Title IX Coordinator
Equity & Compliance Services
Johnson & Wales University
8 Abbott Park Place
Providence, RI 02903
Phone: 401-598-2703
Matthias.Rubekeil@jwu.edu

If the grievance is about the Title IX coordinator, the grievance should be addressed to

Vice President of Student Affairs
Johnson & Wales University
8 Abbott Park Place
Providence, RI 02903
Melanie.Tucker@jwu.edu

C. Petitioners must submit grievances within 30 calendar days of the date upon which they become aware of the alleged violation but not later than 90 calendar days of the alleged violation. The university will not consider untimely grievances.

D. Upon receipt of a grievance, the Investigator shall send each respondent a copy of the grievance and ask each respondent to submit a written response within 14 calendar days. The university will not consider untimely responses. Responses should include any and all information relied on to defend against the grievance.

E. No respondent shall retaliate against the petitioner in any way. Unlawful retaliation will subject the respondent to disciplinary action.

F. The investigator shall conduct an investigation of the grievance. As part of the investigation, the investigator will give petitioner and each respondent an opportunity to identify relevant witnesses to be interviewed and/or submit evidence relevant to the grievance. The investigator will review evidence presented and will interview witnesses identified, as determined appropriate by the Title IX coordinator.

G. The investigator will issue a written decision on the grievance no later than 60 calendar days after its submission and will provide a copy to petitioner and each respondent. The investigator shall solely overrule, reverse, or otherwise disturb a determination respecting a reasonable accommodation if it violates the ADA, the Rehabilitation Act, or any similar, applicable state law. The investigator's decision shall be final.

H. If the investigator determines that disability discrimination or harassment has occurred, the university will take steps to prevent any recurrence of the alleged discrimination or harassment and to correct its effects on the petitioner and others, if appropriate.

I. Students are not required to file a grievance with the university and may file a complaint with these enforcement agencies at any time at the following addresses:

U.S. Department of Education
Office for Civil Rights
Customer Service Team
400 Maryland Avenue, SW
Washington, D.C. 20202-1100

U.S. Department of Justice
950 Pennsylvania Avenue, NW
Civil Rights Division
Disability Rights Section - NYA
Washington, D.C. 20530

Policy Contact(s)

• Title IX Coordinator (Matthias.Rubekeil@jwu.edu)

¹ Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

Online Program Computer and Browser Requirements

In order to fully participate in online courses, each student is expected to have access to a desktop or laptop computer. Chromebooks and the apps for Apple and Android devices allow you to complete some online course tasks, but a desktop or laptop computer is required for successful completion of all online course tasks.

As of October 2023, your computer must also meet the following requirements. Check the Technical Resources webpage for up-to-date information.

Desktop Browser (one or more of the following)

*Google Chrome, most recent stable version and two preceding versions

Internet Explorer — not supported

Microsoft Edge, most recent stable version and two preceding versions

Mozilla Firefox, most recent stable version and two preceding versions

Safari for MacOS and iOS, two most recent major versions

*Google Chrome is required for completion of any proctored exams.

Operating System

Windows 10 (64 bit) and above, or macOS 14 (Mojave) - 11 (Big Sur)

Memory: 4GB RAM

Storage: 1GB minimum available

Processor: Intel i5 or later (min 4 cores) or AMD A10 or Apple M1

Browser Settings

JavaScript enabled, popup blockers disabled and cookies enabled

Supplementary Software

Ability to save documents in a format that can be opened by Microsoft Office

Ability to view documents created in Microsoft Office

Anti-virus software

Internet Connection

Broadband connection (DSL, cable, ISDN, etc.) with consistent high-speed connectivity

Other Hardware

Soundcard

Speakers or a headset

Microphone

Webcam

Technical support is provided via the University IT Service Desk, which can be reached at 866-JWU-HELP (866-598-4357) or through a link in ulearn, the online course platform.

Computer and Technology Use

All students are required to comply with the university's Computer and Technology Use Policy.

The university's Computer and Technology Use Policy prohibits students from uploading, downloading, posting, publishing, transmitting, retaining, reproducing, sharing or distributing in any way information, software, movies, music, books, articles or any other material which is protected by copyright or other proprietary right, without obtaining permission of the owner. Violation of this policy may result in the termination of the student's access to the internet via the university's internet system, and constitutes a violation of the Student Code of Conduct.

Copyright Infringement

Students should be aware that unauthorized distribution of copyrighted material, including unauthorized peer-to-peer file sharing, may subject the student to civil and criminal liabilities. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or "statutory" damages affixed at not less than \$750 and not more than \$30,000 per work infringed. For "willful" infringement, a court may award up to \$150,000 per work infringed. A court can, at its discretion, also assess costs and attorneys' fees. For details, see Title 17, United States Code, Sections 504, 505. Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense. For more information, please see the website of the U.S. copyright office, especially their FAQs. Please refer to the Computer and Technology Use Policy for a further description of prohibited activities regarding the use of university technology resources.

Unauthorized peer-to-peer file sharing is a violation of law, as well as university policy, including the Student Code of Conduct. Students engaging in unauthorized peer-to-peer file sharing, including illegal downloading and unauthorized distribution of copyrighted materials, will be subject to disciplinary action up to and including suspension or dismissal from the university.

Legal Downloading

The Higher Education Opportunity Act of 2008 requires all colleges and universities to offer legal alternatives to unauthorized downloading. Educause maintains a list of legal alternatives to which students can refer. The products or services listed are in no way endorsed or evaluated by the university.

Disability Accommodations for Students Policy and Procedure

Policy Statement and Scope

Johnson & Wales University (JWU) has designed this policy and procedure to comply with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973. The university intends to provide qualified students who have disabilities and/or health conditions with accommodations to the extent required by the ADA, Section 504 of the Rehabilitation Act, and any similar, applicable state law.

The policy and procedure apply to qualified students (undergraduate, graduate and online) with a documented disability and/or chronic health condition:

1. Who wish to obtain an accommodation at JWU;
2. Who identify themselves as having a disability;
3. Who seek accommodation; and
4. Who (a) are enrolled at the university or (b) have been accepted and will be enrolled at the university.

Information students submit to the university pursuant to this policy and procedure, is confidential. Accessibility Services may grant access to appropriate individuals who have an educational need to know, including to effectuate this policy and procedure, in case of an emergency, or as permitted by law.

Definitions

JWU applies the following terms using the definitions supplied by federal law and regulations.

1. "Accommodation" means an adjustment to an activity, course, or program that enables a qualified student with a disability to have an

equal educational opportunity but does not lower or modify essential requirements; fundamentally alter the nature of an activity, course, or program; or result in undue financial or administrative burdens.

2. "Disability" means a physical or mental impairment that substantially limits one or more major life activities.
3. "Qualified" as referred to a student means one who meets the academic and technical standards requisite to admission or to participation in the activity, course, or program at issue, with or without appropriate accommodations.

Procedure Related to Accommodation(s)

To receive an accommodation, students must submit a request to Accessibility Services. Students are responsible for adequately identifying and documenting their requests and supplementing their requests as needed. The request must

1. Be in writing and should include (at minimum) an identification of the disability, the requested accommodation, and documentary support for the disability/chronic health condition and accommodation (including information on functional limitations to support the existence of a disability and the need for an accommodation) from a medical provider, such as a physician or mental health professional, neither of whom may be a relative of the student.
2. Be submitted in a timely fashion, such that the request allows time for adequate consideration and decision. Students should try to submit first-time pre-enrollment requests at least eight weeks before the start of the school year, provided that this deadline may be waived in the university's sole discretion where appropriate.

Accessibility Services will determine whether the information provided is sufficient and whether the request is otherwise adequate. Accessibility Services will request such further information as it may require. Accessibility Services will determine whether the condition fits the legal definition of a disability, whether an accommodation is appropriate, and, if so, what type of accommodation is appropriate. In making this determination, Accessibility Services will consult with faculty, other university employees, or other appropriate personnel as needed. If the appropriate personnel with whom Accessibility Services must consult are not faculty or other university employees, the student should provide Accessibility Services a release to allow Accessibility Services to discuss the matter with such appropriate personnel.

Accessibility Services considers accommodations on a case-by-case basis; accommodations may be available for certain activities, courses, or programs but not others. The determination of an accommodation, including whether or not to approve it, may depend in part on the nature of the activity, course, or program at issue.

If Accessibility Services grants the request for an accommodation, it will notify the student and provide the student with a letter setting forth the granted accommodation and other relevant details, which the student may then share with the appropriate personnel (such as faculty or other university employees or other appropriate personnel) who need to know about the accommodation to implement it. The appropriate individuals will then implement the accommodation, with the personnel and with the student consulting each other and Accessibility Services as needed.

Accessibility Services does not grant accommodations retroactively. For example, grades cannot be changed based on claims that a disability was not accommodated if no such accommodation was sought or granted before the work at issue was completed. Likewise, absences cannot be excused retroactively based on claims that a disability was not accommodated if no such accommodation was sought or granted before the absence.

Each semester, students must renew their accommodation requests and potentially provide updated documentation or such other information as Accessibility Services may require.

Grievance(s) Procedure Related to Accommodation(s)

Students may file a grievance from the determinations of Accessibility Services solely as outlined under the JWU's Student Disability Grievance Policy and Procedures.

Policy Contact(s)

- Providence Campus and College of Professional Studies: Director of Accessibility Services (email (nicole.hebert@jwu.edu))

- Charlotte Campus: Director of Center for Academic Support (email rjkilgore@jwu.edu)

Drone Use Policy

Policy Statement

This policy sets forth the requirements for the use of any drone on any university owned or controlled property.

Reason for Policy

Johnson & Wales University seeks to ensure that drones are operated on university owned or controlled property only as permitted under the policy. This is to help ensure safe and secure operation of drones, protect privacy interests, and comply with the requirements of the Federal Aviation Administration (FAA) and other applicable federal, state and local laws and regulations.

Definition

Drone – An unmanned aircraft system (UAS) or unmanned aircraft vehicle (UAV) with no pilot on board, controlled by an operator on the ground or that flies autonomously based on pre-programmed flight plans or automation systems.

Policy

The university prohibits any hobbyist or recreational use of drones from or on any university owned or controlled property.

Anyone desiring to operate a drone for other purposes, such as educational or commercial purposes, must submit a written request to the applicable campus's safety & security director and, if that director is not Providence campus's safety & security director, a copy to the Providence campus's safety & security director. In the case of a disagreement among directors, the Providence campus's safety & security director shall be the final decision maker.

As a prerequisite to approval, any applicant must demonstrate, to the university's satisfaction, that the proposed drone operator is appropriately licensed and has complied with all applicable federal, state and local laws and regulations, including but not limited to FAA regulations governing the operation of drones (as a general matter, this means compliance with Title 14, Chapter I, Subchapter F, Part 107, known as Part 107 of the FAA Regulations).

At minimum, the following information must be provided:

- the purpose of the drone use
- the date, time and area where operation is desired
- if the operation is intended for an educational use, the applicable dean's authorization of same
- documentation establishing appropriate licensure and compliance with applicable FAA regulations and other applicable federal, state and local laws and regulations.

If approved, the drone operator will be responsible for ensuring compliance with all applicable federal, state and local laws and regulations, including but not limited to FAA regulations governing the operation of drones.

The applicable campus safety & security director(s) shall have the full, unfettered right to reject any request in their sole discretion. The director(s) shall consider, among other things, whether the proposed use will be safe, secure and consistent with privacy interests of potentially affected individuals and whether the use may interfere with university operations and campus activities. The director(s) shall consult other stakeholders as appropriate, including the offices of Communications & Media Relations, Finance, and/or General Counsel, among others. The director(s) generally shall require, as a condition of allowing the drone operation, satisfaction of indemnification and insurance requirements, among other conditions.

As a general matter, the university shall not permit university employees or students to operate drones, but the president of the Providence Campus may make occasional exceptions for university employees based on the president's considered judgment, in the president's sole discretion, that an exception is in the university's best interest. Such exceptions shall be exceedingly rare and shall not be made unless the employee meets the other requirements articulated herein.

Those who violate this policy may be subject to the university disciplinary process (if they are university employees or students) and may be subject to civil or criminal federal, state and local laws.

Resources

The non-exclusive resources any drone operator must consult include:

- General background
- FAA Regulations under Part 107

Drug and Alcohol Policy

I. Scope and Application

A. As a recipient of federal aid and federal grants, Johnson & Wales University (JWU) adheres to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989.

B. In accordance with these laws, Johnson & Wales University (JWU) prohibits the unlawful manufacture, distribution, dispensation, possession, and use of controlled substances, drug paraphernalia, and alcohol at the workplace and in the educational setting. Possession or use of alcoholic beverages anywhere on university property is prohibited, except for legal use in the workplace or educational settings sanctioned by the university. "Unlawful" for these purposes means in violation of federal, state, or local statutes, regulations, ordinances, or applicable case law. Where federal and state law conflict — so that a substance may lawfully be used under state law but not federal law — federal law will control. Therefore, if a substance is illegal under federal law, even if a state legalizes that substance, the substance remains illegal and subject to this Drug and Alcohol Policy. For example, even as multiple states, including Rhode Island, have legalized certain uses of marijuana, marijuana remains an illegal Schedule 1 substance under federal law. "Workplace" is defined as either university premises or any place where university business is conducted away from university premises. "Educational setting" includes both university premises and approved educational sites off campus.

C. Johnson & Wales University is not, and cannot be considered, a protector or sanctuary from the existing laws of local, state or federal governments.

II. Sanctions

A. Students: Disciplinary sanctions that may be imposed on a student found to be in violation of this policy include, but are not limited to, revocation of certain privileges, community service, conduct warnings, conduct probation, fines or restitution for loss, suspension or dismissal from the university and/or university housing, referral to alcohol education or other similar classes, and possible referral to local authorities consistent with applicable law. The university reserves the right to notify parents of alcohol and drug violations by students who are under the applicable legal drinking age, consistent with applicable law. Students who are Pell Grant recipients must notify the university within five days of any criminal drug statute conviction for a violation occurring on or off university premises while conducting university business or activities.

B. Employees: All employees must abide by this policy and must disclose to the university any criminal drug or drug-related conviction. Employees who violate this policy will be subject to disciplinary action up to and including separation of employment and possible referral to the appropriate authorities consistent with applicable law.

C. All: JWU sanctions will be consistent with local, state and federal laws.

III. Effects of Alcohol and Controlled Substances

A. Please see the chart for examples of the effects of alcohol and controlled substances.

IV. JWU's Substance Abuse Prevention Program

A. Students: Several programming initiatives and alternatives are available to help students examine their own behavior related to alcohol and other drugs (AOD).

1. Counseling Services provides an assessment of AOD usage for all students who seek counseling.
2. Referrals to community resources are available for individuals with more long-term or complex needs. A number of AA/NA/Al-Anon groups hold meetings close to campus and in the larger local community.

3. Counseling Services offers AOD prevention through programming efforts with various student groups and Student Affairs departments.
4. Counseling Services also collaborates with Community Standards and Conduct to provide educational and other resources for students with problematic drinking behavior and drug use.
5. For further information, students should call Counseling Services at 401-598-1016 (Providence Campus) or 980-598-1700 (Charlotte Campus).

B. Employees: An Employee Assistance Program (EAP) is available for university (non-student) employees and their family members. This important benefit allows eligible persons the opportunity to access professional and confidential counseling services for help in dealing with personal issues, including alcohol and drug problems. This benefit is administered by Coastline EAP. Coastline EAP can be contacted at 800-445-1195, or at www.coastlineeap.com. For further information regarding this benefit, you may also contact Human Resources & Payroll at 401-598-1034 (Providence Campus) or 980-598-1006 (Charlotte Campus).

C. For additional information, please review the resources and data available at www.samhsa.gov. The Substance Abuse and Mental Health Services Administration (SAMHSA) is the agency within the U.S. Department of Health and Human Services that leads public health efforts to advance the behavioral health of the nation. SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities.

V. Examples of Potential Violations and Penalties for Drug and Alcohol Offenses

A. Examples of Violations:

1. Federal, state and local laws prohibit the unlawful manufacture, distribution, dispensation, possession, and use of controlled substances and alcohol.
2. It is unlawful for anyone under the age of 21 to possess or purchase alcoholic beverages, for anyone to purchase alcohol for or furnish alcohol to anyone under the age of 21, and for anyone to misrepresent one's age, such as by falsifying an identification card.
3. It is unlawful to operate a motor vehicle under the influence of controlled substances or alcohol.

B. Examples of Penalties: Depending on the offense involved, potential penalties may include (among others):

1. suspension or loss of the offender's driver's license or driving privileges;
2. fines (including fines of hundreds or hundreds of thousands of dollars); and
3. imprisonment for various terms up to a term of life.

C. Based on a 2021 U.S. Department of Education change in requirements, a student no longer faces penalties or suspension of Title IV aid due to a drug conviction that occurred while the student was enrolled and receiving Title IV aid.

VI. Statutory Citations:

A. See examples of federal law violations and penalties related to controlled substances.

B. As to state law violations and penalties, examples include the following:

1. Rhode Island: Rhode Island criminal offenses and penalties related to drugs and alcohol are detailed in the Rhode Island General Laws Title 21, Chapter 21-28 (Uniform Controlled Substances Act) and throughout Title 3 (Alcoholic Beverages), which provisions may be accessed online.
2. North Carolina: North Carolina General Statutes governing drugs and alcohol, Chapter 90, Article 5 (North Carolina Controlled Substances Act), may be accessed online, and Chapter 18B (Regulation of Alcoholic Beverages), may be accessed online.
3. Please note that this Policy does not contain a comprehensive listing of all potential legal violations and penalties. Related

documents include JWU's Employee Code of Conduct and JWU's Student Handbook.

VII. Policy Owners

- A. Director of Human Resources
- B. Associate Dean of Students for Counseling, Health & Wellness

VIII. Effective Date and Revisions

- A. Original: 2007
- B. Reviewed: August 2019; March 2019; January 2019; June 2015; May 2014
- C. Revised: November 2023; August 2022; October 2020; August 2019; March 2019; January 2019; June 2015; May 2014

FERPA

Family Educational Rights and Privacy Act and Related Procedures

I. Scope and Application

A. Johnson & Wales University (JWU) has designed the policy and procedures to comply with the Family Educational Rights and Privacy Act (FERPA), including as it applies to (1) requests to review and amend student education records and for hearings related to such requests and (2) limitations on disclosures of education records protected under FERPA. The policy and procedures apply to all university employees and current and former university students.

II. Policy

A. FERPA gives students the right to review their education record and the right to request amendment of an education record that contains any recording errors (i.e., clerical, ministerial, or scrivener's errors) or violates a student's privacy rights. If the university initially declines the student's request for an amendment, the student may request a hearing and, depending on the circumstances, the university may grant such a request. The policy and procedures describe the circumstances under which students may exercise such rights.

B. FERPA also gives students the right to limit disclosures of education records protected under FERPA subject to express exceptions under the law. The university's policy is to comply with the legal limitations on such disclosures.

III. Procedures Related to Requests for Record Review

A. Requesting Education Record Review

1. A student wishing to review any part of the student's education record must make a written request to review the record to the university registrar or other appropriate university official who holds the record. If the record is not maintained by the registrar or other university official to whom the student submits the request, the registrar or other university official shall advise the student of the correct official to whom the request should be made. The registrar or other appropriate university official will respond to such requests within 14 days to schedule a date for the review to occur. The review date shall occur within 45 days of the request.

B. Requesting Education Record Amendment

1. After a student has reviewed the student's education record, the student may request to amend the record by submitting a written request to the university registrar or other appropriate university official who holds the record. If the record is not maintained by the registrar or other university official to whom the student submits the request, the registrar or other university official shall advise the student of the correct official to whom the request should be made. The university will only consider requests to amend where the information is inaccurately or misleadingly recorded or if the record violates a student's privacy rights. The university will not consider pursuant to this policy requests for substantive amendments such as changes to grades (when the alleged issue is not a recording error), the contents of evaluations, opinions, substantive decisions, or results of disciplinary proceedings.

2. To be considered, a request must:

- a) Clearly identify the part of the record to which the student is requesting an amendment; and

- b) Explain why the record is inaccurate or misleading or violates the student's privacy rights.

3. The university will not consider any request that does not satisfy these requirements.

4. Upon receipt of a proper request for amendment, the university (the registrar or the appropriate university official who holds the record, with appropriate consultation of other university officials as necessary) will make a prompt determination within a reasonable time, but not more than 30 days from the date of the request, as to whether the university will make the requested amendment. The university (the registrar or the appropriate university official who holds the record) will notify the student of its decision; if the university denies the request, the university shall notify the student of the right to request a hearing, unless the request is for a substantive amendment not cognizable under this policy, in which case the university shall not grant a hearing.

C. Requesting a Hearing

1. If the university denies a student's request to amend, and the student wishes to request a hearing, the student must do so in writing and must direct the request to the university registrar.

2. The registrar will notify the student within a reasonable time after the request is received, but not more than 30 days from the date of the request, as to whether the university will grant the request for a hearing and, if so, the date, time and place of the hearing. In most circumstances, the hearing date will be within 45 days of such notice. The hearing may be in-person or remote, in the university's discretion and depending on the circumstances.

D. The Hearing and the Outcome

1. Pre-hearing Procedures

a) The student must provide the registrar with the name of any advisor the student wishes to accompany the student at the hearing no later than 10 days prior to the hearing.

b) The student must provide the registrar with any documents the student wishes the hearing officer to consider no later than 10 days prior to the hearing and identify by name and title any witness the student wishes to present, along with a brief description of the witness testimony. Untimely requests may be denied.

2. Conduct of the Hearing

a) As a general matter, the university will allow no more than 1.5 hours for the hearing. In the sole discretion of the hearing officer, the hearing officer may shorten or lengthen that time, but grants of additional time will be rare.

b) All participants must abide by the instructions of the hearing officer. Failure to do so may result in termination of the hearing or expulsion of the participant failing to follow the hearing officer's instructions.

3. Students have the following rights at hearings:

a) To present documentary evidence concerning a recording error or violation of the privacy rights of the student in the education record.

(1) Evidence about substantive decisions by university employees, including but not limited to grading or evaluation of academic work or outcomes of disciplinary proceedings, will not be considered.

(2) Students are solely responsible for presenting such evidence (and may only present such evidence if they previously provided it to the hearing officer as outlined above).

b) To present witness testimony concerning a recording error or violation of the privacy rights of the student in the education record.

(1) Witness testimony about substantive decisions by university employees, including but not limited to grading or evaluation of academic work or outcomes of disciplinary proceedings, will not be considered.

(2) Students are solely responsible for arranging for attendance of any witness they wish to present (and may only present such testimony if they previously provided information about the witness at issue to the hearing officer as outlined above).

(3) Only the student (not any advisor acting on the student's behalf) or the hearing officer may examine witnesses.

(4) Witnesses who are not parties may only be present while testifying.

c) To have a hearing officer who does not have a direct interest in the outcome of the hearing.

d) To have one advisor, including counsel, present; provided, however, that no such advisor may participate in any manner in the proceedings.

e) To receive, within a reasonable period of time, but not more than 30 days after the hearing, a written decision on the request for amendment.

f) To submit a statement commenting on the disputed portion of the record, which the university will provide to any person who later views that portion of the record, if the amendment is denied.

4. The university has the following rights and responsibilities in connection with hearings:

a) To select a hearing officer who may be any university official without a direct interest in the outcome of the hearing. A hearing officer may be the university registrar, a dean, or such other official as the university deems appropriate.

b) To deny a request for a hearing when the proposed amendment to the education record includes anything more than correcting recording errors or a violation of the privacy rights of the student.

c) To schedule a hearing within a reasonable time, not more than 30 days after receiving the hearing request.

d) To provide evidence or testimony to support the determination not to amend the student's education record.

5. The role of the hearing officer is as follows:

a) To control the hearing, without reference to formal rules of evidence or procedure.

b) To allow the student the opportunity to present non-duplicative, relevant evidence or testimony in accordance with the procedures outlined herein. The hearing officer has the right to determine whether particular evidence presented is non-duplicative and relevant and to refuse to consider evidence the hearing officer deems duplicative or irrelevant.

c) To consult other university personnel, as the hearing officer deems appropriate (e.g., for legal advice, for relevant factual information, etc.).

d) To provide the student with a timely written decision, including a summary of the evidence and reason for the decision.

6. Hearing Outcome

a) If the hearing officer finds that the record is inaccurate, misleading, or in violation of the privacy rights of the student, the university will amend the record accordingly.

b) If the hearing officer finds that the information in the education record is not inaccurate, misleading, or in violation of the privacy rights of the student, the university will not amend the record.

c) In either case, the university will notify the student of the outcome and will notify the student of the right to place a statement in the record commenting on the contested

portion of the record or stating why he or she disagrees with the decision not to amend.

d) The hearing officer's decision shall be final and non-appealable.

IV. Procedures Related to Education Record Disclosure

A. The university's policy is not to disclose personally identifiable information (PII) from a student's education record without a student's prior written consent except as permitted under the applicable FERPA exceptions. Such exceptions include, among others, the following:

1. The university may disclose PII from education records without consent to university officials with legitimate educational interests. A university official is a person employed by the university in an administrative, supervisory, academic, research or support staff position (including law enforcement personnel and health staff); a person serving on the board of trustees; or a student serving on an official committee, such as a disciplinary or grievance committee. A university official also may include a volunteer or contractor outside of the university who performs an institutional service or function for which the university would otherwise use its own employees and who is under the direct control of the university with respect to the use and maintenance of personally identifiable information from education records, such as an attorney, auditor or collection agent, or a student volunteering to assist another university official in performing his or her tasks. A university official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for the university.

2. Upon request or if the disclosure is initiated by the student, the university may disclose PII from education records without consent to officials of another school in which a student seeks or intends to enroll.

3. The university may disclose PII from education records without consent: to comply with a judicial order or a lawfully issued subpoena; to the victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense concerning the final results of a disciplinary hearing with respect to the alleged crime; and to any third party the final results of a disciplinary proceeding related to a crime of violence or non-forcible sex offense if the student who is the alleged perpetrator is found to have violated the school's rules or policies.

4. The university may disclose PII from education records to appropriate parties in connection with an emergency if knowledge of the information is necessary to protect the health or safety of the student or other individuals. The university complies with the changes made to FERPA as a result of the USA Patriot Act.

5. The university may disclose directory information about a student, unless the student has opted out of such a disclosure. The university lists which information is considered directory information (p. 14) in the Student Handbook.

B. The university retains discretion to decline to disclose PII from education records to a third party even with a student's prior written consent or even if permitted by law, unless disclosure is required by law.

V. Complaints

A. Students have the right to file a complaint with the U.S. Department of Education concerning alleged failures by the university to comply with the requirements of FERPA. The name and address of the office that administers FERPA is: Student Privacy Policy Office, U.S. Department of Education, 400 Maryland Avenue, SW Washington, DC 20202. Phone: 800-USA-LEARN (800-872-5327)

Directory Information Public Notice

The Family Educational Rights and Privacy Act (FERPA), a federal law, requires that the university, with certain exceptions, obtain a student's written consent prior to the disclosure of personally identifiable information from the student's education records. The university may, however, disclose appropriately designated "directory information" without the student's written consent. Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can be disclosed

to outside organizations and individuals without a student's prior written consent. However, each request by outside parties for directory information is evaluated separately, and most requests for directory information of all students (or categories of students) will be denied.

The university has designated the following information as directory information:

- Student's name
- Address
- Telephone listing
- Email address
- Photographic, video or electronic images
- Date and place of birth
- Hometown
- Major
- Fields of study
- Anticipated degree and degree date
- Dates of attendance
- Student dissertations
- Dates and place of employment
- Grade level
- Credits earned
- Enrollment status
- Class schedule
- Participation in officially recognized activities and sports
- Weight and height of members of athletic teams
- Degrees, honors and awards received
- Vehicle description and registration
- The most recent educational agency or institution attended
- Religious denomination

The main purpose of designating the above information as "directory" is to permit the university to include this information in certain publications (e.g., academic honors or other recognition lists, commencement programs, sports activity sheets, or other university magazines and websites).

The university may disclose a student's directory information without obtaining the student's written consent, unless the student has submitted a Request to Prevent Disclosure of Directory Information Form. The form is available upon request in Student Academic Services and may be submitted at any time while the student is enrolled at the university. To withhold disclosure, this form must be completed and submitted to Student Academic Services in person with a photo ID. Students should carefully consider the consequences of any decision made to withhold directory information, as any future requests for such information from non-institutional persons or unauthorized organizations will be refused. For example, the university will be unable to verify enrollment or degrees conferred. This includes potential employers who want verification of degree(s). The university will not acknowledge any record of the student to any person or entity who inquires. A request to prevent disclosure will remain in effect until it is revoked in writing. Note: Completion of this form does not change any authorized user access granted in jwuLink. Students are responsible for changing any authorizations granted. Furthermore, completion of this form means that JWU will not verbally release any FERPA-protected information to anyone, including any authorized user.

Please note that students who inform Johnson & Wales University not to release directory information will have their records marked confidential. A confidential hold will not allow JWU to respond to any requests for information about the student except where permitted or required under FERPA, such as when the university receives a subpoena.

However, a request to prevent disclosure of directory information will not prevent the information, or other education records, to be shared with university officials who have legitimate educational interests in the records, or any other purpose allowable without student consent under FERPA.

Johnson & Wales University will honor a student's request to withhold directory information but cannot assume responsibility to contact the student for subsequent permission to release them. The institution assumes no liability for honoring student instructions that such information be withheld.

Proxy/Authorized User

Currently enrolled students can authorize other individuals to access certain portions of their status at Johnson & Wales University. These individuals are known as a proxy/authorized user. Through jwuLink, students have the ability to select which pieces of information their proxy can view from a list of authorizations. Information given to the proxy will be available in view-only format. The proxy will not be able to update any student information or request any written documentation via their proxy access. Please note that authorized user access is deactivated any time a student is not currently enrolled. Visit jwuLink Authorized Users for additional information and instructions and tutorial videos.

Financial Obligations

Students must pay the university, by the established deadlines, all amounts owed (including all tuition and fees and loans owed the university as a holder or guarantor). Continuation as a student is conditioned upon being current on all such financial obligations. The university will place a “hold” on a student’s account when the student fails to pay all amounts owed by the prescribed deadlines. In the case of such a “hold,” the university will preclude the student from registering for any future classes or semesters and may cancel the student’s registration for any current classes or semesters and dismiss the student from the university. Further, in the case of such a “hold,” the university will not release transcripts or grant diplomas (or any similar documents) to students until all amounts owed are paid in full. Once a student pays all amounts owed, the university will release the hold, but the student may not be allowed to re-register for current classes or the current semester, depending on the timing.

Students who fail to make payment in full by the prescribed deadlines may be assessed a late payment charge of 1.5% per month on any unpaid balance. Accounts that are more than 90 days past due may be referred to an agency and/or attorney for collection. The student is then responsible for all fees and costs due to or incurred by the university, as well as all fees and costs incurred by the agency and/or attorney, including attorney’s fees and costs.

Repaying loans helps establish favorable credit ratings, which makes it easier for students to buy homes, rent apartments, purchase cars, obtain credit cards, find employment, further their education, and open checking accounts. Students should call Student Financial Services to review how much they have borrowed or for more information about their student loans. Developing a budget that considers loan payments is highly recommended. Students must notify their loan holder and JWU if there are any changes to their address and/or phone number.

Financial Aid

Financial Aid General Information

1. Students must reapply for financial aid each academic year as soon as possible after October 1.
2. If a student has ever been convicted of possession or sale of illegal drugs for an offense that occurred while he or she was receiving federal student aid (such as grants or loans), the student may be in jeopardy of losing his or her aid.
3. Code of Conduct for Education Loan Practices: Johnson & Wales University’s student loan policies take borrowers interest into consideration. The university has adopted the Code of Conduct for Education Loan Practices, requiring all university employees and agents to act lawfully, ethically and with integrity, and to avoid actual or potential conflicts of interest in connection with education loans made to prospective, current or former students and their families.
4. All undergraduate annual loan amounts are subject to pro-ration. Please note that a student/borrower remains responsible for the repayment of education loans that he or she borrows even if the student is not successful in completing the educational program and/or obtaining employment. No student is required to apply for, or accept, any particular type of financial aid.
5. Student loan borrowers are required to complete student loan exit counseling prior to leaving Johnson & Wales University. For more information on student loan responsibilities, refer to Loan Repayment.
6. Students and parents of students are advised that if they enter into a Title IV, HEA loan, the loan data will be submitted to the National Student Loan Data System (NSLDS), and will be accessible by guaranty agencies,

lenders and institutions determined to be authorized users of the data system.

7. Students are advised to accept the most beneficial types of financial assistance available (e.g., maximizing all grant/scholarship eligibility before considering student loans).

Refunds for Overpayment

A student may request a refund if their account is overpaid. Refund requests must be made via jwuLink (My Financial Info). Once eligibility is determined, refunds can take up to 10 business days for processing. The student only needs to request the refund once per academic year; the eligible refund will be processed each semester. Students can request their refund be deposited to their personal bank account or may apply for a BankMobile VIBE account. If one or both parents applied and were approved for a Federal PLUS loan and did not authorize the release of funds to the student, the refund will be made payable to the borrower and mailed to the address shown on the PLUS application. The parent(s) with an approved PLUS loan can authorize the release of the refund to the student in writing with Student Financial Services (p. 78) and the refund will be processed as requested. In most cases, if a student does not request a refund, the funds will remain on the student’s account until the expiration of that academic year at which time the refund will be processed.

Credit Balances

Students who are eligible for a refund due to Title IV Federal Funds exceeding tuition and fees are processed automatically, without a request by the student. These refunds are processed within 14 days upon receipt of the Title IV Federal Funds. Students may opt to receive their funds in their personal bank account. Students may also apply for a BankMobile VIBE account as a way to receive their funds. Students with a credit balance due to federal funds exceeding their charges have the ability to receive a book voucher two weeks prior to the start of the semester. If a student does not use these excess funds to purchase books and supplies, a refund will be processed as previously indicated.

Firearms

Except as set forth below, no person shall possess a firearm, gun or explosive device of any kind on university property or in any buildings or facilities owned, controlled or used by the university. Exceptions to this policy are limited to the following:

- Licensed and authorized possession and use by federal, state and municipal law enforcement officials (“law enforcement officials”) in the course of their official duties
- Firearms and guns of off-duty law enforcement officials that have been properly disarmed and secured in vehicles outside of university buildings
- In instances where an off-duty law enforcement official is required to carry a firearm or gun while off duty as a condition of employment, after prior written notification to the director of security or his or her designee, provided that such instances may be limited as directed by the director of security or his or her designee
- In instances where there is a demonstrated operational or administrative need, such as to allow courier services to pick up or deliver currency and to allow financial institutions to service automated teller machines located on campus, but only to the extent authorized, in writing, by the director of security or his or her designee.

Graphic and Editorial Standards

Johnson & Wales University has established specifications and guidelines for the use of its name, identifying marks and logo for internal and external university communications. They are to be used by the JWU community (administration, staff, faculty, students and alumni) and for approved collaborations with outside vendors and partners. Guidelines for graphic standards, logo usage, editorial style, branding, social media, web elements, forms and fact sheets are available on the university website under JWU Web & Editorial Standards.

Hazing Policy

It is the goal of Johnson & Wales University to provide an educational environment free from all forms of hazing. Such conduct violates not only university policies, but also state law.

Hazing is inappropriate and will not be tolerated at Johnson & Wales University. Such behavior or the tolerance of such behavior on the part of any student violates the Student Code of Conduct (p. 62) and may result in student conduct sanctions (individual (p. 71) or group (p. 72)) up to and including suspension, dismissal from the university, or degree revocation.

Consent is not a defense to hazing and will not absolve an individual or group from a finding of responsibility for hazing under the Student Code of Conduct.

What is Hazing?

Hazing is any severe, persistent or pervasive behavior that, for purposes of initiation or admission into or affiliation with any organization or group, endangers an individual's mental or physical health, well-being or safety, or unreasonably interferes with an individual's ability to freely participate in university life.

Hazing may take many forms, and while it is not always easy to define precisely what behavior constitutes hazing, examples of behavior that may constitute hazing include, but are not limited to

- the explicit or implicit pressuring or coercing of a student into violating law or university policy
- any brutality of a physical nature, such as whipping, paddling, beating, branding, exposure to the elements, abandonment, forced or encouraged consumption of any food, liquor, drug or other substance, or other forced physical activity
- any activity that is likely to subject the student to substantial mental stress, such as sleep deprivation, conduct that could result in extreme embarrassment, or other activity that could adversely affect the mental health, academic pursuits or dignity of the student
- prohibiting individuals to speak for extended periods of time and/or forced exclusion from social contact, prohibition from speaking with university officials, faculty, employers/clients, roommates, family/friends, club members or leadership, etc.
- requiring a regimented public demeanor (e.g., marching, military-like demeanor, restricting walking patterns, prescribing set walking formations)
- confinement
- kidnapping
- verbal abuse
- carrying any items (e.g., shields, paddles, bricks, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier
- misleading prospective members into believing that they will be hurt during induction, initiation, or any other group activity
- interrogating an individual in an intimidating or threatening manner
- assigning or endorsing pranks such as borrowing or stealing items, painting property and objects of others, or harassing other individuals or groups
- requiring any personal servitude to another individual or group such as running errands, cleaning, making food runs, performing someone else's academic work, or payment for any items, goods or services outside of an organization's national requirements
- simulating activity of a sexual nature, or threatening to do so

What should I do if I think I am the victim of, a witness to, or learn of hazing?

Anyone who is aware of or believes they have witnessed or have been subjected to hazing should immediately report the behavior to Campus Safety & Security and/or local law enforcement. Contact Campus Safety & Security on your campus (Providence: 401-598-1103; Charlotte: 980-598-1900).

Hazing Report Form

Anyone who is aware of or believes they have witnessed or have been subjected to hazing may also submit a report using the online Hazing Report Form. Do not use this form to report incidents that may present an immediate threat to life or property. Reports submitted via this form may not receive an immediate response. If you require emergency assistance, please contact Campus Safety & Security and/or local law enforcement.

Silent Witness

Anyone who is aware of or believes they have witnessed or have been subjected to hazing may also make a Silent Witness Report online. Please note that the Silent Witness Program is not designed to replace the need to contact Campus Safety & Security directly about an emergency or potentially harmful situation. The ability to respond appropriately may be limited if the report is anonymous; therefore, students are encouraged to provide an email address and/or phone number so that Campus Safety & Security may follow up with questions if necessary.

Retaliation

Johnson & Wales University prohibits retaliation against any individual who has made a good faith complaint, cooperated in the investigation of such a complaint, or participated in the Conduct Review Process (p. 64). Anyone found to have engaged in retaliation will be subject to disciplinary action up to and including dismissal from the university.

University Holds

Holds are placed when students are not in compliance with payment deadlines, semester start requirements (p. 25) or university policy. Holds will prevent a number of activities, including (but not limited to) course registration, entry to class, graduation and transcript requests. Students are advised to review holds in jwuLink frequently, especially after each semester's deadline for completing semester start requirements and before the start of each semester.

Academic Progress Warning Hold

The academic progress warning hold prevents course registration. This hold is placed if the student is in danger of losing financial aid eligibility due to noncompliance with satisfactory academic progress requirements. This hold is removed once the student has contacted and met with their assigned academic advisor. Students can locate their assigned academic advisor information in their Success Network in uSucceed (accessed through jwuLink).

Academic Standing Hold

The academic standing hold prevents course registration. This hold is placed if the student failed to meet the requirements for good academic standing. This hold is removed once the student has contacted and met with their assigned academic advisor. Students can locate their assigned academic advisor information in their Success Network in uSucceed (accessed through jwuLink).

Collections Hold

The collections hold prevents course registration and release of diploma. This hold will be placed on a student's account if a student is no longer enrolled at the university and has outstanding charges for tuition, fees, room, meals, etc. with the university. A collections hold will be removed from a student's account once the outstanding balance is paid in full.

Student Loan Entrance Counseling (Interview) Hold

The entrance counseling hold prevents course registration. This hold will be placed if a first-time borrower for the Federal Direct Loan program has not completed entrance counseling. Entrance counseling can be completed online. An entrance counseling hold will be removed once the student has completed the entrance counseling. If this hold is not cleared by the end of the add/drop period, the student's schedule will be immediately and permanently deleted and the student will be considered withdrawn from the semester.

Financial Aid Hold

The financial aid hold prevents course registration. This hold will be placed if the financial aid area of Student Financial Services has requested documentation from a student and that documentation was not provided to the financial aid area prior to the semester's posted deadline for completing semester start requirements (p. 25). This hold will be removed once all requested documentation has been received by the financial aid area of Student Financial Services. If this hold is not cleared by the end of the add/drop period, the student's schedule will be immediately and permanently deleted and the student will be considered withdrawn from the semester.

Financial Hold (Fall, Spring and Summer)

The financial hold prevents course registration. (If this hold is in place, the student's schedule is deleted and, if applicable, student-athletes will not be able to participate in their team's activities.) In addition, a financial hold will prevent a student from securing a residence hall. This hold will be placed on

the student's record if they have not established an acceptable payment plan with the university prior to each semester's posted deadline for completing semester start requirements. All payment plans must remain in good standing prior to the deadline for completing semester start requirements (p. 25) in order to avoid a hold. This hold will be removed once a payment plan has been established and/or payments are up-to-date.

Home-school Verification Hold

The home-school verification hold prevents course registration.

Required Documents

For students applying as a first-year student, a completed application and high school transcript(s) are required, except in circumstances where a student is home-schooled or where the traditional high school transcript is, for various reasons, not available.

Home-school/High School/College Verification

Home-schooled students must be able to document that they have completed high school. Verification documents for home-schooled students include at least one of the following:

- a high school diploma/transcript recognized by their state department of education
- high school equivalency exam

or, with respect to home-schooled students who are above the compulsory age of school attendance,

- a secondary school completion credential for home school (other than a high school diploma or high school equivalency exam) provided for under state law; or
- if state law does not require a home-schooled student to obtain the credential described in the preceding bullet, a certification letter that the student has completed a secondary school education in a home-school setting that qualifies as an exemption from compulsory attendance requirements under state law.

It is the student's responsibility to provide verification of high school completion. Without such verification, the student may not be allowed to register for the current term or continue enrollment and will be in jeopardy of revocation of admission to the university as well as losing all financial aid.

This hold will be removed once the student has provided documentation to Student Financial Services or Admissions.

Community Standards and Conduct Hold

Community Standards and Conduct may apply a hold to a student's account for various reasons. The Community Standards and Conduct hold may prevent course registration, entrance to class, and/or graduation. This hold is generally applied to the records of students who have

- been suspended and/or dismissed from the university
- other outstanding obligations or unresolved matters with Community Standards and Conduct

A Community Standards and Conduct hold for suspended students will be released only after the term(s) of the suspension have expired and all other conditions for reinstatement have been met. The director of community standards and conduct, or their designee, will notify a student when their request for reinstatement has been approved. A Community Standards and Conduct hold for dismissed students will not be released. Holds for other outstanding obligations or unresolved matters with Community Standards and Conduct will be released upon a student's fulfillment of any such obligations or matters and upon notice from Community Standards and Conduct.

Library Hold

The library hold for unreturned materials prevents release of diploma. This hold will be placed if the student has unreturned library materials or owes replacement fees for unreturned materials. This hold will be removed when the student has returned the materials, supplied replacement copies, or paid replacement fees to the library.

Library fees are to be paid online through the links below to the campus where the student is enrolled:

- Providence
- Charlotte

Loan Delinquent Hold

The loan delinquent hold prevents course registration, access to/release of official transcripts and release of diploma. This hold will be placed on a student's account if a student is delinquent and/or is in default with a Federal Perkins Loan and/or Johnson & Wales Achievement Loan. This hold will be removed once the loan is in good standing.

Medical Hold

A Medical hold is issued by Health Services or Counseling Services and prevents course registration and entrance to class. This hold will be removed when the student has contacted the appropriate university office and satisfied requested requirements.

North Carolina Residency Application Hold

The North Carolina Residency Application hold prevents course registration. This hold will be placed if a student attending the Charlotte Campus was or may be awarded a North Carolina need-based scholarship and has not completed the North Carolina Residency Determination prior to the term's posted deadline for completing term start requirements. This hold will be removed when the residency form is received.

Previous Balance Hold

The previous balance hold prevents course registration. This hold will be placed on a student's account if the student is delinquent and/or is not in compliance with the current established payment plan with the university by the posted semester deadline for completing semester start requirements. All payment plans must remain in good standing in order to avoid a hold. This hold will be removed once the payment plan has been brought up-to-date.

Federal Direct Loan Master Promissory Note (MPN) Hold

A Federal Direct Loan MPN hold prevents course registration. This hold will be placed on a student's account if a student was offered and borrowing a Federal Subsidized and/or Unsubsidized Direct Loan and the student has not completed the required Direct Loan MPN prior to the semester's posted deadline for completing semester start requirements. Students can complete their Direct Loan MPN online. This hold will be removed once Student Financial Services has received a completed Direct Loan MPN. If this hold is not cleared by the end of the add/drop period, the student's schedule will be immediately and permanently deleted and the student will be considered withdrawn from the semester.

Schedule Hold

The schedule hold prevents course registration. This hold may be assigned when requirements or policies are not satisfied. A schedule hold may also be placed on students who are enrolled in certain programs. The reason the hold was applied is viewable in jwuLink. The hold will be removed when the student satisfies the requirements of the hold.

Verify Final Grades Received Hold

The verify final grades received hold prevents course registration. This hold will be placed if an undergraduate student has not provided the university with final, official documentation that verifies high school diploma completion or equivalent; or a graduate student has not provided the university with final, official documentation that verifies bachelor's degree completion.

Undergraduate students should see High School Completion Verification for additional information on acceptable documentation.

Prior to the start of the semester, documentation must be submitted to Admissions. After the beginning of the semester, documentation must be submitted to Student Academic Services.

This hold will be removed once the student has provided documentation to Admissions or Student Academic Services.

Hoverboard Policy

It is the policy of Johnson & Wales University to prohibit any person from carrying, storing or operating a hoverboard anywhere on or inside property owned or leased by Johnson & Wales University. Violations of this policy may result in disciplinary action up to and including termination or dismissal from the university.

Johnson & Wales University has become aware of unresolved product safety problems with hoverboards that cause these items to catch fire and project sparks and flames. This policy is to establish a clear prohibition against

bringing any hoverboard onto Johnson & Wales University-owned or -leased property so as to avoid associated risks of personal injury or property loss.

Hoverboard is defined as a self-balancing two-wheeled board or self-balancing electric scooter equipped with a rechargeable battery.

1. No person shall be allowed to carry a hoverboard inside a building on any Johnson & Wales University campus.
2. Storage of a hoverboard inside any vehicle parked in any parking lot or garage on campus is strictly prohibited.
3. Hoverboards cannot be transported by any Johnson & Wales University bus or other transit vehicle.
4. Any discovery of a hoverboard on campus should be immediately reported to Campus Safety & Security.

How to Access 1098T and 1098E

1098T

Electronic 1098Ts (tuition statement) will be available through jwuLink accounts by January 31 of each academic year for the previous year's IRS tax reporting. This is a secure, paperless and cost-effective way to receive this important and confidential information.

- Log into your jwuLink account.
- Enter your username and password.
- Click on the "Student Account" tab on the left side of page.
- Click "Account Quick Links".
- From the list on the right, select 8, "IRS Tax Form 1098-T".
- Enter tax year.
- Submit.

1098E

Electronic 1098Es (student loan interest statements) for Federal Perkins Loans and/or JWU Achievement Loans will be available by January 31 of each academic year for IRS tax reporting. This is a secure, paperless and cost-effective way to receive this important and confidential information.

- Log into Campus Loan Manager.
- Sign in with your username and password.
- Click on "Correspondence" on the left side of your screen.
- View tax information.

Identification Cards

All new and readmitted online students are issued a free university identification card, which lists their name and student identification number (often referred to as the J number). JWU ID cards are mailed to the student's permanent home address after the third week of the semester. Students should confirm their address through jwuLink.

There is a \$30 charge for all replacement ID cards; the charge will be made to the student's account. Please send an email (onlineID@jwu.edu) with the following information requested below:

- Name
- Student ID number (J number)
- Current major
- Digital photograph
- Subject line of email: "New or Replacement ID for the Online Campus"
- For replacement IDs only
- Copy the following statement and past in the body of the email: "I understand that by requesting a new ID, a charge of \$30 will be made to my student account."

Important Reminders

- Immediately notify the Campus Safety & Security office at the respective campus if your ID is lost or stolen.
- IDs will only be processed if the request email comes from a student's JWU Wildcat email account.
- IDs will only be sent to the permanent home address that is on file. Failure to update this information may result in additional charges if a second ID is requested.
- Students should be sure to confirm their permanent address on jwuLink before submitting their photo and personal information.

- Digital photographs must be submitted without any headgear. If the photo is too small, not clear or otherwise deemed unacceptable, it will not be used. The university reserves the right to request another photograph.

ID Use on JWU Campuses

Students who live close to one of the JWU campuses may activate their cards for building access. All campus buildings are equipped with electronic card-access devices for security purposes. Online students visiting a campus must first report to Campus Safety & Security to activate the ID for the time period of their visit. Please consult the JWU Directory for Campus Safety & Security locations and hours.

Name, Pronoun and Gender Corrections/ Updates

Students can update their name in university information systems and documents through two options: through a legal name change (Name Change) for first and/or last name which replaces previous name in all systems, or update and add a first name to select records and identifying documents without completing a legal name change (Name in Use).

Johnson & Wales University student information systems allow students to indicate their pronouns and/or gender identity via the jwuLink Personal Information Dashboard. Students who wish to update their legal sex in university systems and who have appropriate supporting documentation (i.e., a driver's license, passport, or court order reflecting the corresponding legal sex) may email the Bridge for Diversity, Equity & Social Justice for review and next steps.

Name Change

Current and former students have the opportunity to change their names on university records by submitting a Name Change Request Form along with appropriate documentation showing that the student's name has been officially changed. A copy of a court order, marriage certificate, passport or social security card are examples of documentation required to support an official name change. Upon receipt of the form and supporting documentation, the name change will be processed immediately (except when records exist on microfilm).

Important note for international students: International students' names must appear on university records exactly as they appear on the passport issued by the student's home country.

Name in Use

Students at JWU who use a first name (Name in Use) other than their legal name have the ability to have that name added as a "preferred name" to the university's student information system (Banner), which will appear on most course rosters and online course discussion tools. Name in Use cannot replace a legal name for financial aid or immigration purposes. Official university communications will default to legal name (this includes mailings home). If or when a student legally changes their name, the university will make that change in the university system when the student submits a Name Change Request Form with the required documentation.

Currently, students can have their name in use reflected on

- their JWU student ID
- their university name tag or required uniform (academic or on-campus involvement/employment-based)
- the "preferred name" field in Banner, which appears on
 - uLearn discussion boards
 - uSucceed
 - jwuLink
 - GPS

To request to add a Name in Use/preferred first name and/or update pronouns, you have the following options:

- Use the self-service menu via the Personal Information Dashboard on jwuLink. This will update many university systems as apps, including uLearn, uSucceed, GPS, jwuLink, rosters. View a video tutorial on how to make these updates here (**updated: 7/24/2023**)
- Update JWU Wildcat Email Display Name and JWU Zoom Name: submit a Helpdesk ticket requesting an update of the Display Name (First Name

and/or Middle Initial/Name only) via email (IT@jwu.edu) or calling 866-598-4357 (HELP)

- Update your JWU ID: visit ID Services (Providence), Campus Safety & Security (Charlotte), or email (onlined@jwu.edu) (College of Professional Studies)
- Contact the JWU Bridge for Diversity, Equity & Social Justice for support navigating any of these systems
- Complete the online General Name in Use Update form. This online form allows students to select one or multiple options to have their name updated in various university systems.
- Contact Student Academic Services (SAS) to have your name in use added to the "preferred name" field in Banner. This will automatically transfer to uLearn discussions, uSucceed, jwuLink, and GPS. You may email (sas.pvd@jwu.edu) this request.
- Update your JWU ID card and, when applicable, JWU name tag, with your Name in Use at no additional cost (there is a fee for lost IDs). Photo can but does not need to be updated for this request. Current ID must be turned in to receive an updated ID and avoid charge.
 - Providence Campus students: Speak with JWU ID Services (providenceids@jwu.edu) at the Student Services Center.
 - Charlotte Campus students: Speak with JWU Campus Safety & Security.
 - College of Professional Studies students: Contact the Bridge for Diversity, Equity & Social Justice (genderequity@jwu.edu) for assistance.

We recognize that at the time of initial order, students may not have indicated their name in use be embroidered on their uniform required chef jacket. To see if you are eligible for a replacement jacket with your name in use at no additional cost, contact JWU Special Events (kkavanagh@jwu.edu).

Students eligible for graduation may contact Providence (grad.pvd@jwu.edu) or Charlotte (grad.clt@jwu.edu) Commencement Committee to update the name displayed in the Commencement Program and/or Name Card (read as the student crosses the stage at graduation). Name Card can also be updated the day of commencement. Please note: Diplomas and transcripts cannot be updated without a legal name change and submitting a Name Change Request Form with required documentation.

Former students who have had a legal name change after graduation or separation can submit a Name Change Request Form with required documentation and then request an updated diploma and/or transcript.

Please note that these processes may shift over the year due to technology upgrades as we work to improve our systems.

Students may also contact the The Bridge Center for Diversity, Equity & Social Justice (p. 77) with specific questions or for assistance with any of the above steps and review additional resources available.

Prohibited Discrimination and Harassment (including Sexual Harassment) Policy

Johnson & Wales University ("JWU") values and fosters an educational and employment environment free from all forms of hostility, intimidation, and offensive behavior. The university prohibits unlawful discrimination and harassment, including discrimination or harassment, on the basis of age, color, disability, gender identity or expression, genetic information, national origin, actual or potential parental, family, or marital status, including pregnancy and related conditions, race¹, religion, sex, sexual orientation, status as a protected veteran, or any other unlawful basis ("protected category"). Such conduct violates not only university policy, but may also violate federal, state, and (potentially) local laws.

Harassment may take many forms, including physical, verbal, and nonverbal acts and written statements. Harassment does not have to include intent to harm, be directed at a specific target or involve repeated incidents. A single incident involving severe misconduct may sometimes rise to the level of harassment.

Discrimination and harassment are inappropriate and will not be tolerated at JWU. Such behavior or the tolerance of such behavior on the part of an employee violates university policy and will result in remedial and/or disciplinary action up to and including termination of employment. Such

behavior on the part of a student also violates the Student Code of Conduct, may violate Title IX of the Education Amendments of 1972, and will result in remedial action and/or student conduct sanctions up to and including dismissal from the university.

To review the entire Prohibited Discrimination and Harassment (including Sexual Harassment) Policy, in addition to this page, please see the following:

- Notice of Nondiscrimination (p. 19)
- What is Sexual Harassment? (p. 20)
- What Are Other Types of Prohibited Harassment? (p. 20)
- What to Do (p. 20)
- Filing a Complaint (p. 21)
- Investigation and Resolution (p. 21)
- Retaliation, False Complaints (p. 21)
- Enforcement Agencies (p. 22)

Application of Policy

This Policy will apply to all matters determined to fall under Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, and other applicable Federal and State statutes. If any matter is dismissed as outside the scope of this policy, then, in the sole discretion of the university, the university may bring charges and address such conduct under any other applicable university codes, policies, practices, procedures, or rules (collectively, "Rules"), which will apply to matters outside the scope of this policy.

¹ The protected category of "race" includes traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles.

Notice of Nondiscrimination

Johnson & Wales University does not discriminate on the basis of age, color, disability, gender identity or expression, genetic information, national origin, actual or potential parental, family, or marital status, including pregnancy and related conditions, race, religion, sex, sexual orientation, status as a protected veteran, or any other legally protected status in its programs, activities or employment. It admits qualified students to all the rights, privileges, programs and activities generally accorded or made available to students at the university.

Johnson & Wales University has instituted these policies to ensure a nondiscriminatory environment and to meet legal requirements, including but not limited to Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title VII of the Civil Rights Act of 1964, and the Americans with Disabilities Act of 1990.

Johnson & Wales University also does not tolerate harassment of any kind. The university prohibits sexual harassment and sexual misconduct, which are a form of sex discrimination.

Inquiries regarding application Title IX and its implementing regulation and any inquiries regarding the university's nondiscrimination and harassment policies can be made to

Title IX Coordinator/Nondiscrimination Coordinator/Section 504 Coordinator
Equity & Compliance Services
8 Abbott Park Place, Providence, RI 02903
401-598-2703 / titleix@jwu.edu

Refer to the JWU Equity & Compliance Services webpage for more information.

Providence Campus Incident Reporting Form
Charlotte Campus Incident Reporting Form

Inquiries concerning the application of the notice of nondiscrimination may also be referred to the appropriate governmental agencies listed below:
The Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, DC, 20202-1100, 800-421-3481

Rhode Island

Equal Employment Opportunity Commission, John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203, 800-669-4000
Rhode Island State Commission for Human Rights, 180 Westminster St., 3rd Floor, Providence, RI 02903-3768, 401-222-2661

Massachusetts

Equal Employment Opportunity Commission, John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203, 800-669-4000
Massachusetts Commission Against Discrimination, One Ashburton Place, 6th Floor, Room 601, Boston, MA 02108, 617-994-6000

North Carolina

Equal Employment Opportunity Commission, 129 West Trade St., Suite 400, Charlotte, NC 28202, 800-669-4000
North Carolina Human Relations Commission, 1711 New Hope Church Road (mailing address and physical address), Raleigh, NC 27609 1, 984-236-1850

What Is Sexual Harassment?

Sexual harassment is a form of sex discrimination prohibited by federal and state laws and university policy. Under this policy, sexual harassment is defined as: unwelcome words, conduct, or actions of a sexual or gender-based nature, and (1) submission to such behavior is made either explicitly or implicitly a term or condition of employment or education at JWU, (2) submission to or rejection of such behavior is used as the basis for employment, academic, or other decisions, or (3) it is sufficiently severe, pervasive, or persistent and has the purpose or effect of unreasonably interfering with work or academic performance; denying or limiting the ability to participate in or to receive benefits, services, or opportunities in the university's programs; or creating a hostile, intimidating, or offensive working or educational environment.

Sexual harassment includes the misuse of authority to emphasize the sexuality of an individual in a manner that prevents or impairs that individual's full enjoyment of employment or educational benefits, environment or opportunities. While sexual harassment may take the form of physical conduct, it may also appear in verbal or written derogatory or discriminatory statements that may affect recommendations, status, promotions, raises or favorable work assignments for employees, or campus life, class assignments, grades or recommendations for students.

While sexual harassment often takes place in relationships with a power differential between the persons involved, the university also recognizes that sexual harassment may occur between persons in the absence of such a relationship.

Sexual harassment does not include words, conduct or action of a reasonably socially acceptable nature. However, some behavior appropriate in a social setting may not be appropriate in the workplace or academic environment. Additionally, sexual harassment does not include words, conduct or actions with reasonable educational or professional justification. It is not always easy to define precisely what behavior constitutes sexual harassment; however, examples of conduct which may constitute sexual harassment include, but are not limited to:

- unwelcome sexual advances and requests for sexual favors;
- sexual teasing, joking, suggestive looks, gestures, or staring;
- peer harassment that creates a hostile environment, such as spreading rumors about sexual behavior, sexually charged name calling, or inappropriate sexual text messages, emails, social media posts, and/or inappropriate communications in any other manner or media;
- direct or implied threats that submission to sexual advances will be a condition of employment, including work assignments, promotions, raises, recommendations, or status for employees, or an educational program or activity, including campus life, class assignments, grades, recommendations, or status in a course or program for students;
- unwelcome touching of any nature, including caressing, embracing, patting, or pinching;
- improper brushing against another's body or "friendly" arms around the shoulders;
- offers of money or other consideration, including an employment-related or education-related reward, for sexual activity;
- repeated requests for dates despite being asked to stop;
- suggestive sexual remarks or innuendos;
- improper or unwelcome inquiries about someone's sexual or personal life, or sharing information about one's own sexual or personal life;
- overt or subtle pressure for sexual activity or direct or implied propositions of a sexual nature;
- sexual assault and relationship violence prohibited by the university's Sexual Assault and Relationship Violence Policy (p. 25), Title IX

Policy and Procedures, Policy Governing Reporting of Misconduct and Whistleblowing (p. 23), and the Student Code of Conduct (p. 62);

- the use or display of pornographic or sexual materials; or
- epithets, quips, slurs, or negative stereotyping that relate to sex and/or gender.

What Are Other Types of Prohibited Harassment?

Harassment may take many forms, including physical, verbal, and nonverbal acts and written statements. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. A single incident involving severe misconduct may sometimes rise to the level of harassment.

Under this policy, harassment is defined as unwelcome words, conduct, or actions based on any protected category that are sufficiently severe, pervasive, or persistent and have the purpose or effect of unreasonably interfering with work or academic performance, denying or limiting the ability to participate in or to receive benefits, services, or opportunities in the university's programs, or creating a hostile, intimidating, or offensive working or educational environment.

Whether something is offensive must be viewed from the perspective of a reasonable person; the mere fact that a complainant is offended does not necessarily mean the conduct at issue constitutes harassment. Harassment does not include words, conduct, or actions with reasonable educational or professional justification. Harassment also does not include behavior of a reasonably socially acceptable nature. However, some behavior that is appropriate in a social setting may not be appropriate in the workplace or academic environment. It is not always easy to define precisely what conduct constitutes harassment; examples of conduct that may constitute harassment include, but are not limited to:

- epithets, quips, slurs, or negative stereotyping that relate to any protected category;
- threatening, intimidating, or hostile acts that relate to any protected category;
- written or graphic material (including graffiti) that denigrates or shows hostility or aversion toward an individual or group because of actual or perceived membership in any protected category and that is placed on walls, bulletin boards, or elsewhere on a university premises or circulated or displayed in the workplace or via electronic communications; or
- joking, pranks, teasing, or other forms of "humor" that are demeaning or hostile with regard to any protected category.

What To Do

What Should I Do If I Am A Victim Of Or Learn About Possible Discrimination or Harassment?

If you think you are a victim of or learn about possible discrimination or harassment, you should report it. The university encourages individuals to come forward with concerns, regardless of whether the individual is personally involved in the matter, and offers various methods to report.

There is no obligation to address the matter directly with the potential offender. Occasionally, people are able to resolve a potentially harassing situation by speaking with the offending party directly about the conduct at issue. Informal discussions will sometimes resolve the problem; however, that may not always be appropriate. If you do not feel comfortable discussing it directly with the offending party or if the conduct at issue continues, you should notify the nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator), Human Resources, or Campus Safety & Security as set forth under Filing A Complaint (p. 21). Managers and supervisors are required to report any complaint they receive, or any discrimination, harassment, or retaliation they observe or of which they become aware, to the nondiscrimination coordinator.

Discrimination and harassment, including sexual harassment, constitute misconduct; the university will sanction those engaging in such misconduct, as well as managers and supervisors who fail to report suspected discrimination, harassment, or retaliation or who knowingly allow such misconduct to continue without taking appropriate remedial steps.

Reports may also be made confidentially and anonymously by filling out an **online confidential report** via the Equity & Compliance

Services webpage; or by calling the **JWU Reporting Hotline** and leaving a message by dialing 1-833-JWU-LINE (1-833-598-5463).

For a list of state and federal government enforcement agencies, please see Enforcement Agencies (p. 22).

Filing a Complaint

Any employees, students, or applicants for employment or admission who are aware of or believe they witnessed or have been subjected to any form of unlawful discrimination or harassment, including sexual harassment, sexual assault, and relationship violence, may make a complaint as outlined below. The complaint should be as specific as possible regarding the circumstances, including the dates and places of the incident(s), the individual(s) involved, the names of any witnesses, and any other relevant information.

Filing Discrimination or Harassment Complaints Against Students

Campus Safety & Security investigates complaints about student behavior. Concerns about the behavior of student-employees are reported as set forth below.

Anyone who is aware of or believes they have witnessed or have been subjected to any form of unlawful discrimination or harassment, including sexual harassment, sexual assault, relationship violence, or retaliation, by a student, should immediately report the behavior to Campus Safety & Security. Reports can also be made to the nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator), Residential Life, or any other trusted university employee who will then report the incident to Campus Safety & Security.

How do I contact Campus Safety & Security to report a complaint?

You may contact Campus Safety & Security on your campus by calling the number listed below:

Providence Campus Safety & Security: 401-598-1103

Charlotte Campus Safety & Security: 980-598-1900

Filing Discrimination or Harassment Complaints against Employees, Student Employees, and Third Parties

The nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator) investigates complaints about the behavior of employees, student employees (acting in their capacity as employees), and third parties (e.g., a visitor to campus or an individual doing business with the university).

Anyone who is aware of or believes they have witnessed or have been subjected to any form of unlawful discrimination or harassment, including sexual harassment, sexual assault, relationship violence, or retaliation by any employee of the university, by a student employee, or by a third party should immediately report the discrimination or harassment to the nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator), or Human Resources. Reports can also be made to Campus Safety & Security, Residential Life, or any other trusted university employee who will then report the incident to the nondiscrimination coordinator.

Reports may also be made confidentially and anonymously by filling out an **online confidential report** via the Equity & Compliance Services webpage or by calling the **JWU Reporting Hotline** and leaving a message by dialing 1-833-JWU-LINE (1-833-598-5463).

Who is the nondiscrimination coordinator?

The nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator) is a university employee who is specially trained and authorized to take reports of discrimination and harassment, including sexual harassment, sexual assault, or relationship violence, and to conduct discrimination, and harassment, including sexual harassment, sexual assault, or relationship violence, investigations. Refer to the JWU Equity & Compliance Services webpage for more information about the nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator).

In the event of a conflict of interest or other circumstances where reporting to the university nondiscrimination coordinator would not be appropriate, reports of discrimination or harassment may be made to any campus president.

Who coordinates the university's compliance with Title IX, Section 504, and other discrimination laws?

The nondiscrimination coordinator has been designated to carry out the university's responsibilities under all federal and state discrimination laws, including, but not limited to, the Age Discrimination Act of 1975, Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972 (Title IX) (all as amended). Refer to the JWU Equity & Compliance Services webpage for more information.

What should I do if I have a complaint about gender equity in athletics?

If you have a complaint about gender equity in university athletics programs, you should contact the university's nondiscrimination coordinator (who is also the university's Title IX coordinator and Section 504 coordinator). Refer to the JWU Equity & Compliance Services webpage for more information about the nondiscrimination coordinator.

Sexual Assault and Relationship Violence

In addition to the procedures described above, employees, students, or third parties who are victims of sexual assault or relationship violence (including dating violence, domestic violence or stalking) may seek assistance as described in the university's Sexual Assault and Relationship Violence Policy (p. 25).

Please also see Investigation and Resolution (p. 21), Retaliation (p. 21), the Student Code of Conduct (p. 62), and the Conduct Review Process (p. 64).

Investigation and Resolution

Once discrimination or harassment has been reported, the university promptly begins a confidential investigation that appropriately limits disclosures to those with a need-to-know. The investigation is designed to identify the facts and to protect the rights, including due process rights, of all persons involved, including complainants and respondents. The investigation may involve meeting with and interviewing the parties, providing the parties the opportunity to identify witnesses or present other information, interviewing witnesses with relevant knowledge, and reviewing other relevant materials and documents. The university makes reasonable efforts to preserve anonymity where possible and requested; however, the university cannot guarantee anonymity if disclosure is necessary to investigate or resolve the situation or put an end to any discriminatory and/or harassing behavior in compliance with applicable law.

The university will make reasonable efforts to complete the investigation and determine an outcome within 60 days of receipt of the complaint; however, that may not always be possible. Upon a determination that a violation of this policy has occurred, the university will take action to prevent the recurrence of the harassing or discriminatory behavior and to mitigate its effects, including providing appropriate remedies or sanctions up to or including termination or dismissal from the university. In some instances, the university may take immediate interim action to help protect an individual or the community.

All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.

Retaliation

University's Prohibition Against Retaliation

Johnson & Wales University prohibits retaliation, including coercion, discrimination, intimidation, or threats against any individual who has made a good faith complaint, who has participated as a witness or a complainant or has otherwise assisted in the investigation of such a complaint, or who has participated as a witness or complainant in any university proceeding. Retaliation can be any action that could discourage a reasonable person from coming forward to make or to support a complaint. Such retaliation is unlawful under federal, state, and (where applicable) local law and violates university policy. Any person found to have engaged in retaliation, or to have encouraged others to engage in retaliation, will be subject to disciplinary action up to and including termination of employment or dismissal from the university.

University's Prohibition Against False Claims

Johnson & Wales University prohibits reports of knowingly false complaints; such reports may result in disciplinary action up to and including termination of employment or dismissal from the university.

Enforcement Agencies

Enforcement Agencies

In addition to the JWU policies and procedures regarding discrimination, harassment, or retaliation, if a complainant believes they have been subjected to discrimination, harassment, or retaliation, the complainant may contact the appropriate governmental agencies listed below.

Federal Enforcement Agencies

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the allegedly unlawful conduct. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that sexual discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

Office for Civil Rights
U.S. Department of Education
Customer Service Team
400 Maryland Ave., SW, Washington, DC 20202-1100
Phone: 800-421-3481

This office may refer the matter to a regional Office for Civil Rights. Please refer to the Office for Civil Rights for more information.

State Enforcement Agencies

Rhode Island

- Equal Employment Opportunity Commission
John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203
800-669-4000
- Rhode Island State Commission for Human Rights
180 Westminster St., Third Floor, Providence, RI 02903-3768
401-222-2661

Massachusetts

- Equal Employment Opportunity Commission
John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203
800-669-4000
- Massachusetts Commission Against Discrimination
One Ashburton Place, Sixth Floor, Room 601, Boston, MA 02108
617-994-6000

North Carolina

- Equal Employment Opportunity Commission
129 West Trade St., Suite 400, Charlotte, NC 28202
800-669-4000
- NC Human Relations Commission
1711 New Hope Church Rd, Raleigh, NC 27609
984-236-1850

Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement, or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

Religious Accommodations Requests Policy and Procedures

I. Statement of Policy

A. Johnson & Wales University (JWU) will provide a Religious Accommodation (defined below) for sincerely held religious beliefs of students (but not student employees in their capacity as such), but only if providing such accommodations would not cause JWU an Undue Hardship (defined below).

II. Definitions

A. *Religious Accommodation* means a reasonable change in the educational environment that enables a student to observe or practice a sincerely held religious belief without Undue Hardship to the university.

B. *Undue Hardship* (as applies to students) means the imposition of an unreasonable burden on the university, which may, individually or collectively, include those requests that are unduly costly, compromise campus or workplace safety, fundamentally or significantly alter academic requirements or university policy, decrease workplace efficiency, infringe on the rights of others, or require others to do more than their fair share of work.

III. Procedures

A. Except for requests to miss class for religious reasons, a student seeking a religious accommodation should submit a Religious Accommodation Request Form (pdf) (131 KB) to the following:

1. The faculty or staff member from whom the student is seeking a religious accommodation.

B. In assessing requests for religious accommodations, those receiving the requests should make the decision whether to grant or deny a particular request in consultation with the following, defined as "Appropriate Persons":

1. In the case of faculty members receiving requests from students, with the faculty's chair and dean or, if needed, the Provost.
2. In the case of staff members receiving requests for students, with the designees of the Providence Campus President (for all students other than those at the Charlotte Campus) or the Charlotte Campus President (for students at the Charlotte Campus).

C. JWU may request additional documentation or information to support the request, including inquiring into the sincerity of the religious belief if reasonably needed, the reasons behind the request, and the nexus behind the religious belief and the request. Such inquiries will only be made with prior approval from the applicable Campus President or such person's designee.

D. A student seeking to miss class for religious reasons should first direct the request to miss class to the relevant faculty/staff member. A student should only file a Religious Accommodation Request Form (pdf) (131 KB) in connection with a request to miss class if the student does not obtain a satisfactory resolution from the faculty/staff member. Irrespective whether a Religious Accommodation Request Form (pdf) (131 KB) is submitted, the faculty/staff member shall follow the consultation procedure outlined in Section III.B.

E. Requests should be made as soon as possible to allow sufficient time to engage in an interactive process to identify or implement an appropriate accommodation.

F. JWU will evaluate Religious Accommodations on a case-by-case basis, taking into consideration the following factors, including, but not limited to:

1. the requirements of any applicable activity, course, or program;
2. any applicable technical standards;
3. any and all actual or potential effects on the requester and any other affected persons;
4. the actual or potential effects on the university and its community, including pecuniary and non-pecuniary costs, advantages, disadvantages, educational objections, liabilities, and policies;
5. the duration of the accommodation; and
6. the availability of alternative approaches.

G. JWU is not required to grant a preferred accommodation if there is more than one alternative that eliminates the religious conflict.

H. JWU shall not grant the Religious Accommodation if the university concludes, in its sole discretion, that the Religious Accommodation may impose an Undue Hardship on the university.

I. JWU reserves the right to modify or revoke the Religious Accommodation as appropriate based on changed circumstances at any time.

J. JWU will use reasonable discretion in addressing Religious Accommodations. However, confidentiality and privacy cannot be guaranteed, and discussions may occur to evaluate the request, implement the accommodation, or for other legitimate reasons as needed in the university's sole discretion.

K. On making a decision in response to a Religious Accommodation Request Form (pdf) (131 KB), the Appropriate Persons shall complete and maintain an Internal Disposition Form in the appropriate departmental files. Such Appropriate Persons shall contact HR in preparing the Internal Disposition Form.

L. The faculty/staff member who received the request (whether through a Religious Accommodation Request Form (pdf) (131 KB) or otherwise) shall work with the Appropriate Persons to craft a response to the person requesting the Religious Accommodation, including advising such person whether the request for the Religious Accommodation was granted and, if so, the nature of the Religious Accommodation to be made and any additional details needed to implement it.

IV. Policy Owner

A. Applicable Campus President

V. Last Revision

A. August 2023

Policy Governing Reporting of Misconduct and Whistleblowing

General Policy

Johnson & Wales University ("JWU") is committed to fostering a culture of compliance with all applicable federal, state, and local laws and regulations, ethical standards, and university policies and procedures (including, without limitation, the Employee Code of Conduct). JWU's continued success in fulfilling its mission requires its employees (including student employees) and students to conduct themselves in accordance with this culture of compliance.

The university's internal controls and operating protocols are intended to prevent or, if not prevent, detect unethical, unlawful, or otherwise improper conduct ("Violations"); however, even the best controls and protocols may not necessarily provide absolute safeguards.

This policy is designed to encourage and enable all members of the JWU community to raise concerns about suspected violations, without fear of retaliation or other negative consequences. Some reports may be protected by "whistleblowing" laws; other reports may not rise to that level but will still be protected under JWU's non-retaliation policy, as described below.

Who Should Report and What to Report

Employees, students, and third parties (defined as including but not limited to contractors, customers, parents, vendors, volunteers, etc.) are encouraged to report all known or suspected violations. Employees have a special duty to recognize and to report all known or suspected violations without unreasonable delay. Doubts about whether to report should be resolved in favor of reporting. That said, this policy is not intended for reports that do not involve violations (such as personal grievances or expressions of opinion on policies). Reports beyond the scope of this policy may be, but need not be, referred to an appropriate university official for review and response.

Examples of violations (of applicable federal, state, and local laws and regulations, ethical standards, and university policies and procedures [including, without limitation, violations of the Employee Code of Conduct]) include but are by no means limited to

- Misappropriation or misuse of university resources or government funds
- Fraudulent financial reporting
- Forgery or alteration of credentials or any other documents
- Academic and research misconduct
- Bribery or theft
- Illegal discrimination
- Sexual harassment (which is a form of illegal discrimination)

- Mistreatment of minors
- Noncompliance with data privacy and confidentiality obligations

How to Report

Employees, students, and third parties may report known or suspected violations to

- Human Resources
- Equity & Compliance Services
- Campus Safety & Security
- Vice Presidents
- Campus Presidents
- Any trusted campus administrator or faculty or staff member (including a supervisor)
- In addition, employees, students, and third parties may make a report using one of the following options (24 hours a day, seven days a week):
 - **Report via Email:** Email jwureport@jwu.edu;
 - **Report Online:** Fill out an online confidential report (preferred method) via the Equity & Compliance Services webpage; or
 - **Report via the JWU Reporting Hotline:** Leave a message by dialing 1-833-JWU-LINE (1-833-598-5463) ("JWU Reporting Hotline").

Reports may be made confidentially or, in the case of an online report or the JWU Reporting Hotline, confidentially and anonymously.

Anyone who receives a report of a known or suspected violation should, in turn, report to Human Resources. Human Resources shall determine the appropriate additional persons, if any, to notify in order to conduct an appropriate investigation.

Reports should be made as soon as possible. When making a report, the reporter should provide as much relevant detail as possible, indicate whether the report is confidential, and, if comfortable doing so, provide a name and contact information (address, email address, telephone number, etc.) and indicate preferred times and methods of communication. Including details is important, as a meaningful investigation may not be possible if a report is unduly vague or general and follow-up is not feasible (because, for example, the report was made anonymously).

If the reporter submits a confidential report and shares the reporter's identity, JWU will exercise reasonable care to keep the reporter's identity confidential unless

- The reporter agrees to the disclosure,
- Disclosure is necessary to allow the university or law enforcement officials to investigate or respond effectively to the report, in which event disclosures will be limited to those who have a need to know the identity of the reporting individual, or
- Disclosure is required by law or regulation.

To report an emergency, immediately call 911 and, thereafter, if appropriate, your Campus Safety & Security office.

University Review and Investigation

The university will review all reports. On request of the reporter, the university will confirm receipt of the report. If the reporter includes contact information, the university may contact the reporter to request additional information. The university will investigate all reports and will take appropriate corrective action when warranted by the results of the investigation.

Prohibition of Retaliation

JWU prohibits retaliation, including coercion, discrimination, intimidation, or threats against any individual who has made a good faith report (i.e., a report the reporter reasonably believes is true or is likely to be determined to be true upon further investigation) or who has in good faith cooperated as a witness or complainant in the investigation of such a report or in any university proceeding. Any person found to have engaged in retaliation, or to have encouraged others to engage in retaliation, will be subject to disciplinary action up to and including termination of employment or dismissal from the university.

Individuals who reasonably believe they have been subjected to retaliation may file a written complaint with the Office of the General Counsel (OGC) or the vice president of Human Resources.

Prohibition of False Claims

Reporting a knowingly false report is a violation of university policy and may result in disciplinary action up to and including termination of employment or dismissal from the university.

Policy Contact(s)

- Compliance associate or any other member of Equity & Compliance Services
- General Counsel
- Vice President of Human Resources

Policy Owner

- Vice President of Human Resources (email (diane.dambra@jwu.edu))

Satisfactory Academic Progress

Satisfactory Academic Progress

To be eligible for federal and state financial aid, all students must satisfy Satisfactory Academic Progress (SAP), which is required by federal law. SAP measures a student's completion of coursework toward a degree. JWU evaluates SAP at the end of each semester, including summer, for each student. Students who do not meet all SAP criteria may lose their eligibility to receive federal and state financial aid. Students will be notified of the decision both verbally and in writing.

Maximum Time Frame Criteria

Completion of undergraduate or graduate programs cannot exceed 150 percent of the published length of the program measured in credit hours attempted, as determined by the student's program requirements.

Pace Measure of Academic Progress Criteria

- Students must complete a specified percentage of all credit hours attempted (see below).
- This percentage includes all credit hours attempted regardless of whether or not financial aid was received.
- This pace measurement is calculated by dividing the cumulative number of hours that the student has successfully completed by the cumulative number of hours that the student has attempted.
- Credits attempted are defined as all classes for which a student receives a grade (D or better), or an F, I, W, WP, WF, NC, GP, S, U, PL, CX, NG, AU, etc.
- All transfer credit hours accepted from another institution toward the student's educational program at JWU will be counted as both attempted and completed hours.
- The student's GPA and pace of completion are negatively impacted by course incompletes, withdrawals, failures or repetitions (incompletes, failures and withdrawals count in attempted credits, but not completed).

Grade Point Average Criteria

- All undergraduate and graduate students must maintain a minimum Grade Point Average (GPA).
- The student's cumulative GPA for financial aid eligibility must be calculated on all grades received.
- All students, regardless of their enrollment status (e.g., full or part time), must meet the following minimum academic standards to remain eligible for financial aid.

Program	Total Credit Hours Attempted	Minimum Cumulative Pace	Minimum Cumulative GPA
Undergraduate	0–18	45%	1.00
Undergraduate	18.1–36	50%	1.26
Undergraduate	36.1–71.9	60%	1.50
Undergraduate	72 or higher	67%	2.00
Undergraduate Certificate	0 or higher	67%	2.00
Graduate	0 or higher	67%	2.00
Occupational Therapy Doctorate	0 or higher	67%	3.00
Doctor of Business Administration	0 or higher	67%	3.00
Doctor of Education	0 or higher	67%	3.25

Warning Period

Students who fail to meet SAP criteria will be placed on financial aid warning for one academic semester and a hold will be placed on the student's record, which will prevent them from course registration for all future semesters. Students remain eligible for financial aid during the warning semester. If SAP criteria are not satisfied at the end of the warning semester, the student will be ineligible for federal and state financial aid. Students on warning must meet with their assigned academic advisor to clear the hold prior to course registration, and/or to pursue an appeal. Students on warning must submit their appeal and supporting documentation no later than the 11th week of the warning semester. Students that withdraw or fail any credits during their warning semester will be ineligible for an appeal.

Ineligible for Financial Aid Period

Students who fail to meet SAP criteria after the warning period are ineligible for federal and state financial aid (this includes all veteran's benefits). If the student does not have an approved appeal, the student is no longer eligible for financial aid. Students may continue to take courses without federal and state financial aid to re-establish SAP standards; however, a payment plan must be established for the tuition and applicable fees associated with the course(s). Once a student is meeting JWU's minimum SAP standards, the student may regain federal and state financial aid eligibility. Students who are interested in reestablishing aid eligibility should meet with their assigned academic advisor to determine what they would need to do to meet JWU's minimum SAP standards.

Appeal Process/Probationary Period

If extenuating circumstances impacted successful adherence to SAP criteria, the student may pursue an appeal. The appeal will require the student to indicate why they did not make SAP and what has changed in the student's situation that will allow the student to demonstrate SAP by the next semester. Circumstances and required documentation are illustrated below. The appeal process begins with the student's academic advisor. The student should be able to meet the SAP standards by the end of the next semester; however, based on the appeal, if the student requires more than one semester to meet progress standards, the student can be placed on probation and an appropriate academic plan will be created for the student not to exceed two semesters. If this plan allows the student to meet SAP criteria, the advisor will present it to the appeals committee. Appeals must include complete documentation and are reviewed during the warning period; incomplete appeals will be denied. Appeal decisions are final. Students will be notified of the decision both verbally and in writing. This notification will take place after final grades are reviewed for the warning period.

If an appeal is approved, the student will be placed on a Financial Aid Probation Period, which is a status assigned by JWU to a student who fails to make SAP and who has successfully appealed and has had eligibility for federal and state financial aid reinstated. To continue receiving federal and state financial aid, the student will need to satisfy both the academic plan as outlined in their appeal and the SAP criteria.

Circumstance	Required Documentation
The student's own mental or physical illness or injury or condition	Provide documentation (e.g., a physician's statement, police report or documentation from a third party professional, such as a hospital bill)
Death of a family member or significant person in the student's life	Provide a copy of a death certificate
Illness, accident or injury of a significant person in the student's life	Provide documentation (e.g., a physician's statement, police report or documentation from a third party professional, such as a hospital bill) related to the individual for whom the student provided care or support
The student's own divorce or separation or the divorce or separation of the student's parent(s)	Provide an attorney's letter on a law firm's letterhead, petition for dissolution or copy of divorce decree
Personal problems other than the student's own mental or physical illness or injury or condition with the student's spouse, family, roommate or other significant person in the student's life	Provide a written statement from an attorney, professional advisor or other individual describing the circumstances

Natural disaster	Provide a written statement and/or supporting documentation
Military deployment	Provide active duty service orders

Semester Start Requirements

Semester start requirements are mandatory and must be satisfied prior to enrollment. In order to be considered officially enrolled in classes at the start of each semester, all university semester start requirements must be satisfied. Students who fail to fulfill these requirements will have holds placed on their accounts and be prohibited from entering classes or changing their schedules. In addition, students may not be able to select their housing assignments.

Prior to each semester's posted deadline for the semester start requirements, all students must complete (or confirm completion of) the following requirements. Deadlines are set forth in the Academic Calendar (p. 5) and included in many email communications.

All students must

1. Participate in course registration.
2. Contact Student Financial Services to review their invoices and payment arrangements.
 - a. Invoices are mailed beginning in May (for the fall semester) and November (for the spring semester).
 - b. Students are encouraged to contact Student Financial Services to streamline the process of completing the semester start requirements
3. Meet the Payment Deadline Requirement.

If applicable, students must also

1. Satisfy the financial aid requirements.
2. Satisfy high school requirements and receive a high school diploma (all new undergraduate students), bachelor's requirements (all new graduate students) or master's requirements (all new postgraduate students) by submitting final, official documentation.
3. Satisfy the health services requirement (all new students).
4. Satisfy the international student services requirement.

Payment Deadline Requirement

A payment deadline has been established for each semester. Prior to this deadline, all students must establish (or confirm) an appropriate and approved payment plan with Student Financial Services. Failure to satisfy this requirement may result in immediate and permanent deletion of the student's schedule, and a financial hold will be placed on the student's account. In this instance, students will be permitted to register only when holds no longer exist on their record. Students who have not registered by a semester's deadline for completing semester start requirements will be required to complete their payment arrangements, as well as satisfy all other hold(s) if applicable, before being able to register for courses. Students who subsequently satisfy their payment arrangements shall have no guarantee that they will be able to re-register for the same course(s) and/or section(s) from which they were dropped.

Students who fail to make payment in full by the prescribed deadlines may be assessed a late payment charge of 1.5% per month on any unpaid balance. Accounts that are more than 90 days past due may be referred to an agency and/or attorney for collection. The student is then responsible for all fees and costs due to or incurred by the university, as well as all fees and costs incurred by the agency and/or attorney, including attorney's fees and costs.

Financial planning representatives are available in Student Financial Services to help students and families satisfy the payment deadline requirement (see Financial Services for contact information). One, or a combination, of the following options constitutes an appropriate payment plan:

- Pay the entire annual balance due to Johnson & Wales University.
- Make a semester payment in full to Johnson & Wales University.
- Pay the enrollment fee and first installment to Nelnet Campus Commerce, the university's monthly payment plan company.
- Apply for and receive approval for a loan that covers the entire annual balance due to Johnson & Wales University.
- Submit company authorization for tuition reimbursement.

Financial Aid Requirement

To receive financial aid, students must first complete the FAFSA (Free Application for Federal Student Aid) with the U.S. Department of Education as soon as possible after October 1; the completed FAFSA must then be on file with Student Financial Services. If selected for verification, all requested documentation must be received in Student Financial Services by the posted semester's deadline for completing semester start requirements. Failure to satisfy this requirement will result in the placement of holds on the student's account and will prohibit the student from entering class or changing their schedule.

International Student Services Office Requirement

Johnson & Wales University, in accordance with federal regulations, requires that all international students maintain current and complete documentation with the International Student Services Office. Students should contact the office directly to verify that their records are complete. Failure to satisfy this requirement will result in the placement of an international student hold on the student's account. If this hold is not cleared by the end of the add/drop period, the student's schedule will be immediately deleted and the student will be considered withdrawn from the term; as a result, the student's immigration status will be compromised.

Health Services Requirement

Prior to the first semester of enrollment, the university requires all new, full-time undergraduate and graduate students, part-time undergraduate students in a health science program, and all culinary students to submit proof of a complete physical exam conducted within the past year, including documented proof of the following:

Vaccination Requirements

- One or two doses of COVID-19 vaccine, in accordance with the number of doses recommended by the manufacturer (booster strongly recommended)
- Two (2) doses of MMR (measles, mumps and rubella) vaccine (or titers if applicable)
- Two (2) or three (3) dose series of hepatitis B vaccine (or titers if applicable)
- Two (2) doses chicken pox vaccine (or titers if applicable) or proof of physician-diagnosed disease
- One (1) Tdap dose within the past 10 years (except Charlotte Campus, see below)
- One (1) dose of meningitis vaccine. If you received your first meningitis vaccine prior to age 16, a booster is required. A waiver of the meningitis vaccine requirement is available for students 22 years of age and older (please contact Health Services for further information).
- A negative tuberculosis test or chest x-ray within the last year is required for entering students who are from highly endemic countries and have been residents of the United States for less than five years. A list of countries where tuberculosis is highly endemic is available upon request from Health Services.

Charlotte Campus Only

- Any student who is under the age of 18 upon enrollment must also submit proof of the polio vaccine series.
- Three (3) doses of tetanus-diphtheria vaccine (including at least one Tdap dose within the past 10 years)

Recommended, But Not Required

- Students should check with their primary care provider as to whether the meningitis type B vaccine is appropriate for them.
- Hepatitis A vaccine

Failure to satisfy this requirement will result in the placement of a Health Services Hold on the students' account and will prohibit students from entering class or changing their schedule. Visit Health Requirements for additional information and required forms.

Sexual Assault and Relationship Violence Policy

Johnson & Wales University prohibits sexual assault and relationship violence, which may include dating violence, domestic violence, stalking and sexual

exploitation. These offenses constitute violations of university policy, including the Prohibited Discrimination and Harassment (including Sexual Harassment) Policy (p. 19), the Policy Governing Reporting of Misconduct and Whistleblowing, and Student Code of Conduct (p. 62). These offenses can also constitute violations of state and federal laws and may constitute a violation of the university's Title IX Policy and Procedures (p. 37).

The university provides proceedings and resources for community members affected by sexual assault and relationship violence (see Getting Help (p. 28)), and offers programming designed to educate the community and prevent the occurrence of such offenses (see Education and Prevention (p. 26)).

Definitions

Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, type of relationship, and frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic violence means crimes of violence committed

- by a current or former spouse or intimate partner of the victim;
- by a person with whom the victim shares a child in common;
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Sexual assault means any sexual act directed against another person, by force, threat of force, coercion or without consent, including instances where the person is incapable of giving consent. Sexual assault includes rape, fondling, incest and statutory rape.

Fondling means the touching (with a hand or any other part of the body) of another person's clothed or unclothed sex organs, breasts, groin, buttocks or anus for the purpose of sexual arousal, sexual gratification or abuse, without consent of the person, including instances where the person is incapable of giving consent. Fondling also includes being forced to touch (with a hand or any other part of the body) another person's clothed or unclothed sex organs, breasts, groin, buttocks or anus, without consent, including instances where the person is incapable of giving consent.

Consent means conduct that signifies through words or behaviors that the parties have indicated agreement to engage in sexual activity.

- Past consent does not imply future consent.
- Silence or absence of resistance, by itself, does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent can be withdrawn at any time.
- Coercion, force or threat of force invalidates consent.

Coercion means express or implied threats of any harm that would place a reasonable individual in fear of immediate or future harm and that is employed to make someone engage in sexual activity.

Force means the actual use or threat of physical violence that is employed to make someone engage in sexual acts.

Incapable of giving consent means that because of the person's age or temporary or permanent mental incapacity they cannot give intelligent, knowing and voluntary consent. Where it is determined that the complainant was incapable of giving intelligent, knowing and voluntary consent, the respondent will be held responsible only if it is determined that the respondent either knew or a reasonable person in the same position would have known that the complainant was incapable of giving intelligent, knowing and voluntary consent.

Incest means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Rape means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person without consent, including instances where the person is incapable of giving consent.

Statutory rape means sexual intercourse with a person who is under the statutory age of consent.

Sexual exploitation means taking sexual advantage of another individual's nudity or sexuality without consent and includes, but is not limited to,

- causing, or attempting to cause, the incapacitation of another person in order to make that person vulnerable to sexual acts;
- recording or photographing of private sexual activity and/or an individual's intimate parts (including genitalia, groin, breasts or buttocks);
- dissemination, streaming or posting of recordings, photos or other images of an individual's sexual acts and/or intimate parts (including genitalia, groin, breasts or buttocks);
- voyeurism (watching or taking pictures, videos or audio recordings of another person engaging in sexual acts);
- allowing third parties to observe private sexual acts;
- knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection or virus; and/or
- exposing one's genitals to another individual

Stalking means a course of conduct directed at a specific person that would cause a reasonable person to

- fear for the person's safety or the safety of others; or
- suffer substantial emotional distress

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

If there is reason to believe that Johnson & Wales University's rules prohibiting sexual assault and relationship violence have been violated, either on or off campus, the administration will review and, when appropriate, will pursue disciplinary action through the university's Title IX Policy and Procedure (p. 37) or the Conduct Review Process (p. 64), Human Resources & Payroll, and/or through any other available proceedings. When an individual accused of this behavior is not a member of the university community, the university will determine the appropriate response depending upon the nature of the individual's relationship with the university and other factors.

In considering these offenses, JWU will, if required by law, refer to applicable state law.

See additional information:

- Education and Prevention (p. 26)
- Steps to Follow (p. 27)
- Getting Help (p. 28)
- Criminal and Disciplinary Action (p. 30)
- Retaliation (p. 21)
- State Laws (p. 31)

Education and Prevention

Johnson & Wales University takes a proactive stance to educate its community regarding sexual harassment and methods of prevention, including addressing societal or environmental causes, alcohol use, awareness-raising, bystander behavior, definition of consent, healthy sexuality and relationships, risk reduction, and self-defense.

JWU's programs may be in-person or online (depending in part on health and safety considerations). Programs may include a mix of guest speakers,

university staff members, externally-created programs, and university-created programs, in the sole discretion of the university.

For students, education about sexual harassment begins at new student orientation, where incoming students and involved families are invited to participate in educational sessions addressing the university's stance against sexual harassment.

New student orientation staff members are trained to handle issues of sexual harassment and participate in programming designed to help students understand university expectations and policy (including where to obtain resources and where to report violations); the intersection between alcohol and sexual harassment; and ways to reduce the risk of, as well as prevent, sexual harassment. This programming promotes safety and introduces options to decrease perpetration, increase reporting, and empower individuals to take safe and comfortable bystander action.

Students are also encouraged to learn about safe and effective forms of bystander intervention to prevent harm or intervene when there is a risk of sexual assault, dating violence, domestic violence, or stalking. Bystander intervention means safe and positive options an individual may carry out that proactively promote safe and respectful interactions before the precursors to harm occur. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. The university addresses bystander behavior by participating in programs like Green Dot as a core component of its comprehensive violence prevention efforts.

Prevention and education efforts continue throughout the year and are supported by multiple departments, such as Student Engagement (including student clubs and organizations and fraternities and sororities), Residential Life, and Athletics. This programming targets some combination of the following: addressing societal or environmental causes, alcohol use, awareness-raising, bystander behavior, definition of consent, healthy sexual and relationships, risk reduction, and self-defense. The university provides education through its "Consent Initiative," which informs students about the university's expectations and policy (including where to obtain resources and where to report violations); the intersection between alcohol and sexual harassment; and ways to reduce the risk of, as well as prevent, sexual harassment.

Literature addressing issues of sexual harassment is available from multiple departments including Athletics, Campus Safety & Security ("CS&S"), Community Standards & Conduct, Counseling Services, Equity & Compliance Services, the Bridge Center for Diversity, Equity & Social Justice, Health Services, Residential Life, and Student Engagement.

Many of the educational initiatives offered to students are open to employees, and employees have the opportunity and are encouraged to participate in a variety of educational programs. In addition, employees are offered programming on the Prohibited Discrimination and Harassment (including Sexual Harassment) Policy (p. 19), the Title IX Policy and Procedures (p. 37), and this Policy.

For information regarding sexual assault and relationship violence awareness and prevention programming, contact the Title IX coordinator or the director(s) of the Bridge for Diversity, Equity & Social Justice. Upcoming programs can also be found on jwuLink and the student calendar.

See additional information: Sexual Assault and Relationship Violence (p. 25), Steps to Follow (p. 27), Getting Help (p. 28), Criminal and Disciplinary Action (p. 30), Retaliation (p. 21) and State Laws (p. 31).

Steps to Follow If an Offense Occurs

If you believe you are the victim of sexual assault or relationship violence (including dating violence, domestic violence, stalking or sexual exploitation), you are encouraged to take the following steps:

1. Seek a safe place and call the police or Campus Safety & Security (CS&S). Information about reporting is found below.
2. Seek immediate medical attention. A medical examination is important to diagnose and treat any injuries (including internal injuries) or infections which may have resulted from the incident. Getting a medical examination does not mean that individuals are required to report the incident to the police or the university; however, the hospital may retain forensic examination information as part of the medical record

and may contact a law enforcement agency to provide the agency with the evidence kit. The forensic examination information may be helpful if individuals should choose to report to police or the university or otherwise seek to enforce their rights.

3. Try to avoid the following pending a medical examination:
 - a. Washing anything (including hands, mouth, and face) or showering;
 - b. Going to the bathroom, brushing teeth, eating, drinking, douching, or changing clothes.
4. It is recommended to bring an extra set of clothes to the hospital. Time sensitive steps: Some actions are more effective or only may be taken within a few days after an incident of sexual harassment. Individuals may wish to consult with medical personnel quickly regarding these items:
 - a. Preventative treatments for pregnancy and sexually transmitted infections
 - b. Evidence collection
 - c. Toxicology testing if there are signs that drugs or alcohol may have facilitated the incident of sexual misconduct.
5. Consider steps to preserve and record physical and other evidence, which may be important to enforce rights or obtain remedies (including pressing criminal charges or seeking a civil protective order).
 - a. Details that may be important to identify the allegedly responsible individual include the perpetrator's name (if known) and a description of the perpetrator (including clothing worn and a physical description of the perpetrator), and the details of the incident of sexual harassment (including, for example, the location, possible witnesses, etc.).
 - b. If individuals do change or have access to other materials like sheets or blankets present during the assault/violence, those materials can be brought to the hospital or given to law enforcement for evidence collection. Individuals should use a paper bag, not a plastic bag, if they choose to transport any of these materials on their own. Note that this is by no means an exhaustive summary regarding evidence preservation, which is outside the scope of this Policy.
 - c. Individuals may also consider preserving electronic evidence and other relevant information, such as communications from the perpetrator (including email, text messages, mail, instant messaging, etc.).
6. Seek confidential counseling services. Individuals can obtain confidential counseling assistance whether or not they file a report (see Getting Help (p. 28) for your campus information).
7. Seek assistance regarding obtaining interim supportive or protective measures at the university, including no contact orders and changes to university academic, living, student financial aid, visa and immigration, working, and transportation situations, regardless of whether individuals choose to report the sexual misconduct. The Title IX coordinator (who is also the university's nondiscrimination coordinator and Section 504 coordinator) or CS&S will provide individuals with written information about university and community resources for changing situations or addressing needs.
8. Create a safety plan. The Title IX coordinator, CS&S, and other university administrators are able to assist individuals with creating such a plan. Community organizations may be able to assist as well.
9. Individuals may seek a protective order or similar order from a court. Please note that the local authorities are responsible for the enforcement of these items and not CS&S, but CS&S will provide assistance.

Reporting Offenses to the University

Consider your reporting options. Your options include

- reporting the offense to law enforcement authorities by dialing 911 or contacting the appropriate police at the numbers listed in Getting Help. Campus authorities will assist you with notifying law enforcement authorities, if desired;
- reporting the offense to CS&S (see Getting Help (p. 28) for your campus information);
- reporting the offense to a Residential Life staff member (such as your RA or Area Coordinator);
- reporting the offense to the university's Title IX coordinator; and/or

- reporting the offense to any of the other organizations or departments listed in Getting Help (p. 28).

If you wish to report confidentially or are uncertain about your next step you may call counseling services (see Getting Help (p. 28) for your campus information).

Johnson & Wales University strongly urges students to report criminal offenses to local police and CS&S so the university can take appropriate measures to provide help to the complainant and prevent future crimes.

However, you have the right not to report the matter.

Johnson & Wales University strives to be supportive and accommodating for all victims of sexual assault and relationship violence. University representatives will make every effort to help in these ways:

1. We will meet with you privately at a place of your choice on campus to take a statement, explain your options, and provide you with a written list of rights and resources.
2. We will treat information that you share with the highest level of discretion.
3. **CONFIDENTIALITY:** We will do our best to honor your request to maintain confidentiality, provided your request does not interfere with our obligation to provide a safe, non-discriminatory environment for all students.
 - The university will evaluate a request to maintain confidentiality and consider several factors in evaluating such a request:
 - a. The totality of known circumstances
 - b. The seriousness of the offense
 - c. Whether the prohibited conduct involved physical violence or use of weapons
 - d. Whether the report reveals a pattern of prohibited conduct
 - e. Whether the respondent has a history of arrests or is the subject of prior reports indicating a history of violence
 - f. Whether multiple respondents were involved
 - g. Complainant's age
 - h. Any other available and relevant information and evidence
 - The university's crime log will not include identifying information about the complainant to the extent permissible by law.
 - Please be advised that if we honor a request to maintain confidentiality, our ability to meaningfully investigate the incident and pursue disciplinary action against the respondent may be limited.
 - Any accommodations or protective measures provided to you will be kept confidential, to the extent that maintaining such confidentiality will not impair the ability of the university to provide the accommodation or protective measures.
 - If we cannot honor your request to maintain confidentiality, we will inform you and, to the extent possible, only share information with people responsible for handling our response to the incident.
4. We will not prejudge you.
5. We will treat you and your particular situation with courtesy, sensitivity, dignity, understanding, and professionalism.
6. If you feel more comfortable talking with either a counselor or representative of a specific gender, we will do our best to accommodate your request.
7. We will assist you in arranging for any hospital treatment or medical needs.
8. We can assist you in privately contacting local law enforcement officials, counseling, CS&S, advising and other available resources, both on campus and in the community as set forth in Getting Help (p. 28).
9. We will fully investigate your report with respect and discretion.
10. We will continue to be available for you — to answer your questions, explain the systems and processes involved, and be willing listeners.
11. We will consider your report seriously, without bias based on a protected category.
12. We will provide written notification of rights and options, including interim and protective measures.

See additional information: Sexual Assault and Relationship Violence Policy (p. 25), Education and Prevention (p. 26), Getting Help

(p. 28), Criminal and Disciplinary Action, (p. 30) Retaliation (p. 21) and State Laws (p. 31).

Getting Help

After a sexual assault or incident of dating violence, domestic violence, stalking, sexual exploitation and/or retaliation, there are many options. Understanding and choosing between these options can feel confusing and overwhelming. You are not alone.

Information, support and resources are available on and off campus to help students. The university provides a non-exhaustive list of organizations and departments by campus that offer or arrange for immediate support and response, including arrangements for emergency services, if needed; transportation to medical resources; contact with local authorities; information regarding criminal and civil proceedings and/or the university's Student Conduct Review Process (p. 64) or Human Resources procedures, as appropriate; advocacy services; referrals/advice about university and community counseling services; and assistance with personal safety concerns.

Many of these resources are available to respondents as well. Community members are encouraged to seek assistance and locate resources that are right for them.

Please see the appropriate section for resources at each JWU campus.

Providence

Community Help

Medical

Please note that victims of sexual assault may request a specifically trained sexual assault nurse examiner at each of the following hospitals:

Women & Infants

101 Dudley St., Providence, RI	401-274-1100
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Rhode Island Hospital

539 Eddy St., Providence, RI	401-444-4000
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Kent Hospital

455 Tollgate Road, Warwick, RI	401-737-7000
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Roger Williams Medical Center

825 Chalkstone Ave., Providence, RI	401-456-2000
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Morton Hospital

88 Washington St, Taunton, MA	508-828-7000
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Sturdy Memorial Hospital

211 Park St, Attleboro, MA	508-828-7000
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You may reach these medical providers by bus or ride-share services. The university does not pay for transportation.

Police

Emergency 911

Providence Police Department*	401-272-3121
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Cranston Police Department (non-emergency line)	401-942-2211
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Rehoboth Police Department (non-emergency line)	508-252-3722
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**These police departments have civilian Law Enforcement Advocates (LEA) available to assist those reporting sexual assault, dating/domestic violence, or stalking*

Community

Women's Resource Center — RI Victims of Crime Helpline

- 1-800-494-8100 (24-hour)

Day One provides services to help and inform victims of sexual violence, including assistance when moving through the prosecution process, if desired, and counseling services for sexual assault, dating and domestic violence and stalking.

- 401-421-4100 (Monday–Friday, 8am–5pm)

Mass. Safelink

- 1-877-785-2020 (24-hour)

Dating and domestic violence services (including criminal justice and protective order advocacy, emergency shelter, transitional housing, safety

plans, counseling, education and/or policy) are available at the following member agencies of the RI Coalition Against Domestic Violence:

- Sojourner House: 401-765-3232 (24-hour)
Provides support, advocacy, shelter, housing prevention and education programs relating to domestic and sexual violence, and stalking.
- Crossroads Rhode Island Domestic Violence Program: 401-861-2760 (24-hour)
- Elizabeth Buffum Chace Center: 401-738-1700 (24-hour)
- Blackstone Valley Advocacy Center: 401-723-3057 (24-hour)
- Domestic Violence Resource Center of South County: 401-782-3995
- Women's Resource Center of Newport & Bristol Counties: 401-289-2022
- Sisters Overcoming Abusive Relationships (SOAR), a survivor task force: 401-467-9940

Violence Recovery Program (VRP) at Fenway Health (Boston, Massachusetts) provides counseling, support groups, advocacy and referral services to lesbian, gay, bisexual and transgender victims of sexual assault, dating/ domestic violence and stalking.

- 617-927-6250 (Monday–Friday, 8am–5pm)

Information regarding how to obtain a temporary restraining order in the State of Rhode Island may be found online (pdf)(967 KB) and by visiting or calling the Restraining Order Office for Providence County, Garrahy Judicial Complex, 1 Dorrance St., second floor, Providence, RI, 401-458-3372. After business hours, on weekends or during holidays emergency restraining orders can be obtained at your local police department.

National Sexual Assault Hotline

- 1–800–656–HOPE (4673) (24-hour)

National Domestic Violence Hotline

- 1–800–799–SAFE (7233) (24-hour)

The National Stalking Resource Center provides online tools and information for victims of stalking, and links to local resources nationwide

Text “loveis” to 77054 to text with an advocate via loveisrespect for support and information regarding dating violence. You can also visit <http://www.loveisrespect.org/for-yourself/contact-us/> for more information.

10 to 10 Helpline

The 10 to 10 Helpline is a free, anonymous, and confidential intimate partner abuse prevention ehpline, serving Massachusetts adults and teens. Open 10 a.m. to 10 pm. 365 days a year.

- 877-898-3411 / thehelpline1010@gmail.com

Confidential On-campus Help

Upon receipt of a report of sexual misconduct, confidential resources will not report information shared with them to the police, Campus Safety & Security or college officials without your permission, except for extreme emergency circumstances.

***For students to obtain confidential on-campus services**

Counseling Services

Wales Hall, second floor

401-598-1016

Monday–Friday, 8:30am–4:30pm

Appointments are available. In case of emergency, the on-call counselor is available after hours by calling 1-888-222-4805 or through Campus Safety & Security at 401-598-1103.

Health Services

Downcity Campus

Wales Hall, third floor

401-598-1104

Harborside Campus

Harborside Academic Center

401-598-1151

Additional confidential resources

Korina Ramsland Short, director, Bridge for Diversity, Equity & Social Justice, 401-598-2248

Michael Waugh, director, Bridge for Diversity, Equity & Social Justice, 401-598-1784

**University confidential resources may provide non-identifying information to be counted for the Annual Security Report.*

Other Non-confidential On-campus Help

JWU employees who cannot guarantee confidentiality will nevertheless maintain your privacy. Any information you provide to a non-confidential resource will be kept private and used only as necessary to investigate and address a concern and/or to notify the Title IX coordinator (who is also the university's nondiscrimination coordinator and Section 504 coordinator), who is responsible for tracking patterns of sexual misconduct and detecting systemic issues.

Campus Safety & Security

264 Weybosset St., Providence, RI

401-598-1103 (24 hours a day, 7 days a week)

Anonymous Report to Campus Safety & Security through Silent Witness (online only)

Title IX Coordinator/Nondiscrimination Coordinator

Matthias Rubekeil (Matthias.Rubekeil@jwu.edu)

8 Abbott Park Place, Providence, Rhode Island, 02903

401-598-2703

Residential Life

(24 hours a day in each residence hall)

Resident assistants, residence director, central office staff, community assistants, community director

Dean of Students

The Friedman Center, second floor

401-598-2848

Community Standards and Conduct

The Friedman Center, second floor

401-598-2885

Human Resources

Wales Hall

8 Abbott Park Place, Providence, RI

401-598-1034

Reports may also be made confidentially and anonymously by filling out an **online confidential report** via the Equity & Compliance Services webpage; or by calling the **JWU Reporting Hotline** and leaving a message by dialing 1-833-JWU-LINE (1-833-598-5463).

Any student or employee who reports to the university pursuant to one of the above reporting options that they have been a victim of sexual assault, dating violence, domestic violence or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of their rights and options under this policy and other relevant university procedures.

See also additional information:

- Education and Prevention (p. 26)
- Steps to Follow (p. 27)
- Criminal and Disciplinary Action (p. 30)
- Retaliation (p. 21)
- State Laws (p. 31)

Charlotte

Community Help

Medical

Victims of sexual assault are encouraged to request a specially trained Sexual Assault Nurse Examiner (SANE) at the emergency department.

Atrium Health Carolinas Medical Center (CMC) Main

1000 Blythe Boulevard, Charlotte, NC 704-355-2000
28203

Novant Health Presbyterian Medical Center

200 Hawthorne Lane, Charlotte, NC 704-384-4000
28204

Police

Emergency

911

Charlotte-Mecklenberg non-emergency crime reporting

704-336-7600

Community

Safe Alliance provides victims of sexual assault, dating/domestic violence and stalking with information, advocacy, counseling, shelter, referral and support services.

- 704-375-9900 (24-hour rape crisis line)
- 704-332-2513 (24-hour dating/domestic violence line)

North Carolina Coalition Against Domestic Violence (NCCADV)

- 1-888-232-9124

Information regarding protective orders can be obtained at the Victim Assistance Office, 720 E. 4th St., Room 204, Charlotte, NC, at 704-336-4126, Monday–Friday, 8am–5pm.

National Sexual Assault Hotline

- 1-800-656-HOPE (4673) (24-hour)

National Domestic Violence Hotline

- 1-800-799-SAFE (7233) (24-hour)

The National Center for Victims of Crime provides online tools and information for victims of stalking, and links to local resources nationwide.

- Love is Respect Text “loveis” to 22522 or 1-866-331-9474 to text with an advocate via loveisrespect for support and information regarding dating violence. You can also visit loveisrespect.org/for-yourself/contact-us for more information.

Confidential On-campus Help

Upon receipt of a report of sexual misconduct, confidential resources will not report information shared with them to the police, Campus Safety & Security or college officials without your permission, except for extreme emergency circumstances.

***For students to obtain confidential on-campus services**

Counseling Services

Cedar Hall South, Suite 100

980-598-1710

By appointment: 8:30am–4:30pm

In case of emergency, the on-call counselor is available after-hours through Campus Safety & Security at 980-598-1900.

Health Services

Academic Center, second floor

980-598-1700

Additional confidential resources:

Korina Ramsland Short, Director, Bridge for Diversity, Equity & Social Justice, Providence Campus, 401-598-2248

Michael Waugh, Director, Bridge for Diversity, Equity & Social Justice, Providence Campus, 401-598-1784

**University confidential resources may provide non-identifying information to be counted for the Annual Security Report.*

Other Non-confidential On-campus and University Help

JWU employees who cannot guarantee confidentiality will nevertheless maintain your privacy. Any information you provide to a non-confidential resource will be kept private and used only as necessary to investigate and address a concern and/or notify the Title IX coordinator (who is also the university's nondiscrimination coordinator and Section 504 coordinator), who is responsible for tracking patterns of sexual misconduct and for detecting systemic issues.

Campus Safety & Security

Cedar Hall South, Suite 113

980-598-1900 (24 hours a day, 7 days a week)

Anonymous Report to Campus Safety & Security through Silent Witness (online only)

Title IX Coordinator / Nondiscrimination Coordinator

Matthias Rubkeil (Matthias.Rubkeil@jwu.edu)

8 Abbott Park Place, Providence, RI 02903

401-598-2703

Residential Life

(24 hours a day in each residence hall)

Resident Assistants, Area Coordinators, Director of Residential Life

Dean of Students

Cedar Hall South, Suite 108

980-598-1830

Community Standards and Conduct

Cedar Hall South, Suite 107

980-598-1820

Human Resources

8 Abbott Park Place, Providence, RI 02903

401-598-1034

Reports may also be made confidentially and anonymously by filling out an **online confidential report** via the Equity & Compliance Services webpage; or by calling the **JWU Reporting Hotline** and leaving a message by dialing 1-833-JWU-LINE (1-833-598-5463).

Any student or employee who reports to the university pursuant to one of the above reporting options that they have been a victim of sexual assault, dating violence, domestic violence or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of their rights and options under this policy and other relevant university procedures.

See also additional information:

- Education and Prevention (p. 26)
- Steps to Follow (p. 27)
- Criminal and Disciplinary Action (p. 30)
- Retaliation (p. 21)
- State Laws (p. 31)

Criminal and Disciplinary Action

What Action May Be Taken

1. **General Statement:** Johnson & Wales University is committed to complying with the federal legal requirement that it provide a “prompt, fair and impartial” adjudication process for complainants (the reporting students, employees or third-parties) and respondents (the responding parties) in sexual misconduct matters (“Fairness”). The concept of Fairness means the university will comply with the explicit provisions in its processes and policies; the concept of Fairness does not give students any rights other than those in the explicit provisions of university processes and policies. Such processes and policies are not intended to, and do not, create a contractual agreement with any student or other individual, and it does not grant any student or other individual any contractual rights. When the university receives a good faith report or other information alleging that a university student or an employee has engaged in sexual misconduct the university may commence an investigation.
2. **Criminal Prosecution:** If you choose to pursue criminal prosecution through the courts, the incident should be reported to the police. Remember, a police report does not require a victim to prosecute and campus personnel are available to assist you when notifying the police. Please see Getting Help (p. 28) for sources of assistance for victims when moving through the prosecution process.
3. **Enforcement of Protective Orders:** If you have obtained a protective order from the court system, contact the Title IX coordinator (who is also the university's nondiscrimination coordinator and Section 504 coordinator). The Title IX coordinator will disseminate the protective order to Campus Safety & Security and will arrange for necessary supportive measures to allow the beneficiary of the protective order access to class, work, housing and transportation. Although Campus Safety & Security will be made aware of the protective order, neither Campus Safety & Security nor the university can enforce the protective order.
4. **University Disciplinary Action:** If you choose to report the matter to the university, the incident should be reported to Campus Safety & Security. Please see Getting Help (p. 28) for contacting Campus Safety & Security. Sexual assault and relationship violence (including dating violence, domestic violence, stalking and sexual exploitation) are violations of the university's Sexual Assault and Relationship Violence

Policy (p. 25), Prohibited Discrimination and Harassment (including Sexual Harassment) Policy (p. 19), Policy Governing Reporting of Misconduct and Whistleblowing, Student Code of Conduct (p. 62), as well as state and federal law, including Title IX of the Education Amendments of 1972 (Title IX). Visit "Policies and Resources" for more information.

Sexual assault, sexual harassment and relationship violence alleged to have been committed by students are addressed through the university's Conduct Review Process (p. 64) for claims that do not fall within the scope of JWU's Title IX Policy and Procedures (p. 37). If any matter is dismissed as outside the scope of Title IX, then, in the sole discretion of the university, the university may bring charges and address such conduct under the Conduct Review Process, which will apply to matters outside the scope of Title IX. The university shall take such steps as needed to ensure compliance with any other university rules, including the Student Code of Conduct. Such steps could include taking disciplinary action against respondents who are not subject to adjudication under Title IX or are found not responsible for violations of the Title IX Policy and Procedures. For avoidance of doubt, a respondent may be found not responsible for Title IX violations but, thereafter, be found responsible for violations of any other university Rules, including violations of the Student Code of Conduct and Title VII. Please see the **Conduct Review Process** and the university's Title IX Policy and Procedures (p. 37) for more information about the rights of parties related to complaints of sexual assault and relationship violence. Possible sanctions for a violation of the Student Code of Conduct regarding sexual assault and relationship violence are set forth in Sanctions for Individuals (p. 71).

When any one of the options above is pursued, you do not forfeit your right to pursue the remaining options. Compliance with the items listed above does not constitute a violation of the Family Educational Rights and Privacy Act (20 U.S.C. 1232g).

See also the following pages:

- Education and Prevention (p. 26)
- Steps to Follow (p. 27)
- Getting Help (p. 28)
- Retaliation (p. 21)
- State Laws (p. 31)

State Laws

Johnson & Wales University encourages individuals to report any incidents which may be violations of state law to law enforcement authorities. Doing so does not preclude an individual from reporting the incident to the university. In considering these offenses, the university will, if required by law, refer to the laws of Rhode Island, North Carolina and/or Massachusetts. For state law definitions of sexual assault, dating violence, domestic violence and stalking, please refer to the campus-specific section.

Providence

Rhode Island

Johnson & Wales University encourages individuals to report any incidents which may be violations of state law to law enforcement authorities. Doing so does not preclude an individual from reporting the incident to the university. The following definitions and statutes are taken from the Rhode Island General Laws that may be relevant to misconduct described in this policy.

Rhode Island

Sexual Assault

R.I. General Laws § 11-37

§ 11-37-2

First degree sexual assault. – A person is guilty of first degree sexual assault if he or she engages in sexual penetration with another person, and if any of the following circumstances exist:

- (1) The accused, not being the spouse, knows or has reason to know that the victim is mentally incapacitated, mentally disabled or physically helpless.
- (2) The accused uses force or coercion.
- (3) The accused, through concealment or by the element of surprise, is able to overcome the victim.
- (4) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification or stimulation.

§ 11-37-4

Second degree sexual assault. – A person is guilty of a second-degree sexual assault if he or she engages in sexual contact with another person and if any of the following circumstances exist:

- (1) The accused knows or has reason to know that the victim is mentally incapacitated, mentally disabled or physically helpless.
- (2) The accused uses force, element of surprise, or coercion.
- (3) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification or stimulation.

§ 11-37-6

Third degree sexual assault. –

Definitions.

(a) For purposes of this chapter, "position of authority" means and includes, but is not limited to, any person who is acting in the place of a parent and charged with any of a parent's rights, duties, or responsibilities to a person under the age of eighteen (18) years, or a person who is charged with any duty or responsibility for the health, welfare, or supervision of a person under the age of eighteen (18) years, either independently or through another, no matter how brief, at the time of the act.

(b) A person is guilty of third-degree sexual assault if:

- (1) He or she is over the age of eighteen (18) years and engaged in sexual penetration with another person over the age of fourteen (14) years and under the age of consent, sixteen (16) years of age; or
- (2) He or she is over the age of eighteen (18) years and engaged in sexual penetration or sexual contact with another person over the age of fourteen (14) years and under the age of eighteen (18) years, under circumstances whereby:

- (i) The accused has supervisory or disciplinary power over the victim by virtue of the accused's legal, professional, or occupational status; or
- (ii) The accused is otherwise acting in a position of authority with respect to the victim.

(iii) It shall not be a violation of subsection (b)(2) of this section if the parties are:

- (A) Engaging in sexual penetration or contact consensually;
- (B) Between the ages of sixteen (16) and twenty (20) years; and
- (C) No more than thirty (30) months apart in age.

Dating Violence and Domestic Violence

R.I. General Laws § 12-29

§ 12-29-2

Definitions.

(a) "Domestic violence" includes, but is not limited to, any of the following crimes when committed by one family or household member against another:

- (1) Simple assault (§ 11-5-3);
- (2) Felony assaults (§§ 11-5-1, 11-5-2, and 11-5-4);
- (3) Vandalism (§ 11-44-1);
- (4) Disorderly conduct (§ 11-45-1);
- (5) Trespass (§ 11-44-26);
- (6) Kidnapping (§ 11-26-1);
- (7) Child-snatching (§ 11-26-1.1);
- (8) Sexual assault (§§ 11-37-2, 11-37-4);
- (9) Homicide (§§ 11-23-1 and 11-23-3);
- (10) Violation of the provisions of a protective order entered pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8 where the respondent has knowledge of the order and the penalty for its violation or a violation of a no contact order issued pursuant to § 12-29-4;
- (11) Stalking (chapter 59 of title 11);
- (12) Refusal to relinquish or to damage or to obstruct a telephone (§ 11-35-14);
- (13) Burglary and Unlawful Entry (chapter 8 of title 11);
- (14) Arson (chapter 4 of title 11);
- (15) Cyberstalking and cyberharassment (§ 11-52-4.2); and
- (16) Domestic assault by strangulation § 11-5-2.3; and
- (17) Electronic tracking of motor vehicles (§ 11-69-1).

(b) "Family or household member" means spouses, former spouses, adult persons related by blood or marriage, adult persons who are presently residing together or who have resided together in the past three (3) years, and persons who have a child in common regardless of whether they have been married or have lived together, or if persons who are or have been in a substantive dating or engagement relationship within the past one year which shall be determined by the court's consideration of the following factors:

- (1) the length of time of the relationship;
- (2) the type of the relationship;
- (3) the frequency of the interaction between the parties.

(c) "Protective order" means an order issued pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8.

(d) "Victim" means a family or household member who has been subjected to domestic violence

Strangulation

R.I. General Law § 11-5-2-3

§ 11-5-2.3 Domestic assault by strangulation. –

(a) Every person who shall make an assault or battery, or both, by strangulation, on a family or household member as defined in subsection 12-29-2(b), shall be punished by imprisonment for not more than ten (10) years.

(b) Where the provisions of "The Domestic Violence Prevention Act", chapter 29 of title 12, are applicable, the penalties for violation of this section shall also include the penalties as provided in § 12-29-5.

(c) "Strangulation" means knowingly and intentionally impeding normal breathing or circulation of the blood by applying pressure on the throat or neck or by blocking the nose or mouth of another person, with the intent to cause that person harm.

Stalking

R.I. General Laws § 11-59

§ 11-59-2 Stalking prohibited. –

(a) Any person who: (1) harasses another person; or (2) willfully, maliciously and repeatedly follows another person with the intent to place that person in reasonable fear of bodily injury, is guilty of the crime of stalking.

(b) Stalking shall be deemed a felony punishable by imprisonment for not more than five (5) years, by a fine of not more than ten thousand dollars (\$10,000), or both.

Cyberstalking and Cyberharassment

R.I. General Laws 11-52-4.2

(a) Whoever transmits any communication by computer or other electronic device to any person or causes any person to be contacted for the sole purpose of harassing that person or his or her family is guilty of a misdemeanor, and shall be punished by a fine of not more than five hundred dollars (\$500), by imprisonment for not more than one year, or both. For the purpose of this section, "harassing" means any knowing and willful course of conduct directed at a specific person which seriously alarms, annoys, or bothers the person, and which serves no legitimate purpose. The course of conduct must be of a kind that would cause a reasonable person to suffer substantial emotional distress, or be in fear of bodily injury. "Course of conduct" means a pattern of conduct composed of a series of acts over a period of time, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct."

(b) A second or subsequent conviction under subsection (a) of this section shall be deemed a felony punishable by imprisonment for not more than two (2) years, by a fine of not more than six thousand dollars (\$6,000), or both.

Unauthorized Dissemination of Indecent Material

R.I. General Laws 11-64-3

(a) A person is guilty of unauthorized dissemination of a sexually explicit visual image of another person when the person intentionally, by any means, disseminates, publishes, or sells:

- (1) A visual image that depicts another identifiable person eighteen (18) years or older engaged in sexually explicit conduct or of the intimate areas of that person;
- (2) The visual image was made, captured, recorded, or obtained under circumstances in which a reasonable person would know or understand that the image was to remain private;
- (3) The visual image was disseminated, published, or sold without the consent of the depicted person; and
- (4) With knowledge or with reckless disregard for the likelihood that the depicted person will suffer harm, or with the intent to harass, intimidate, threaten, or coerce the depicted person.

(b) Subsection (a) shall not apply to:

- (1) A visual image that involves voluntary exposure of intimate areas or of sexually explicit conduct in a public or commercial setting, or

in a place where a person does not have a reasonable expectation of privacy;

(2) Dissemination made in the public interest, scientific activities, or educational activities;

(3) Dissemination made in the course of a lawful public proceeding;

(4) Dissemination made for purposes of law enforcement, criminal reporting, corrections, legal proceedings, the reporting of unlawful conduct, or for medical treatment; or

(5) Dissemination of an image that constitutes a matter of public concern, such as a matter related to a newsworthy event or related to a public figure.

(c) For the purposes of this section, "intimate areas" means the naked genitals, pubic area, buttocks, or any portion of the female breast below the top of the areola of a person that the person intended to protect from public view.

(d) A first violation of this section shall be a misdemeanor and, upon conviction, subject to imprisonment of not more than one year, a fine of not more than one thousand dollars (\$1,000), or both. A second or subsequent violation of this section shall be a felony and, upon conviction, subject to imprisonment for not more than three (3) years, a fine of not more than three thousand dollars (\$3,000), or both.

(e) Any person who intentionally threatens to disclose any visual image described in subsection (a) and makes the threat to obtain a benefit in return for not making the disclosure or in connection with the threatened disclosure, shall be guilty of a felony and, upon conviction, be subject to imprisonment for up to five (5) years, a fine of up to five thousand dollars (\$5,000), or both.

(f) Any person who demands payment of money, property, services, or anything else of value from a person in exchange for removing any visual image described in subsection (a) from public view shall be guilty of a felony and, upon conviction, be subject to imprisonment for up to five (5) years, a fine of up to five thousand dollars (\$5,000), or both.

(g) Those in violation of this section shall not be subject to sex offender registration requirements as set forth in chapter 37.1 of title 11 entitled "Sexual Offender Registration and Community Notification Act."

(h) A violation of this section is committed within this state if any conduct that is an element of the offense, or any harm to the depicted person resulting from the offense, occurs in this state.

(i) Nothing in this section shall be construed to impose liability on an interactive computer service, as defined in 47 U.S.C. § 230(f)(2), an information service, as defined in 47 U.S.C. § 153, or a telecommunications service, as defined in § 44-18-7.1, for content provided by another person.

Consent

Consent, in reference to sexual activity, is not defined by statute in Rhode Island. However, lack of consent due to force or incapacitation is an element of the crime of sexual assault.

Massachusetts

The following definitions and statutes are taken from the Massachusetts State Laws that may be relevant to misconduct described in this policy.

Sexual Assault

Indecent Assault and Battery: MGL c.265, s.13h

Section 13H. Whoever commits an indecent assault and battery on a person who has attained age fourteen shall be punished by imprisonment in the state prison for not more than five years, or by imprisonment for not more than two and one-half years in a jail or house of correction.

Whoever commits an indecent assault and battery on an elder or person with a disability, as defined in section 13K, shall be punished by imprisonment in the state prison for not more than 10 years, or by imprisonment in the house of correction for not more than 21/2 years, and whoever commits a second or subsequent such offense shall be punished by imprisonment in the state prison for not more than 20 years. A prosecution commenced under this paragraph shall not be placed on file nor continued without a finding.

Rape: MGL c.265, s.22

Section 22.

(a) Whoever has sexual intercourse or unnatural sexual intercourse with a person, and compels such person to submit by force and against his will, or compels such person to submit by threat of bodily injury and if either such sexual intercourse or unnatural sexual intercourse results in or is

committed with acts resulting in serious bodily injury, or is committed by a joint enterprise, or is committed during the commission or attempted commission of an offense defined in section fifteen A, fifteen B, seventeen, nineteen or twenty-six of this chapter, section fourteen, fifteen, sixteen, seventeen or eighteen of chapter two hundred and sixty-six or section ten of chapter two hundred and sixty-nine shall be punished by imprisonment in the state prison for life or for any term of years.

No person serving a sentence for a second or subsequent such offense shall be eligible for furlough, temporary release, or education, training or employment programs established outside a correctional facility until such person shall have served two-thirds of such minimum sentence or if such person has two or more sentences to be served otherwise than concurrently, two-thirds of the aggregate of the minimum terms of such several sentences.

(b) Whoever has sexual intercourse or unnatural sexual intercourse with a person and compels such person to submit by force and against his will, or compels such person to submit by threat of bodily injury, shall be punished by imprisonment in the state prison for not more than twenty years; and whoever commits a second or subsequent such offense shall be punished by imprisonment in the state prison for life or for any term of years.

Whoever commits any offense described in this section while being armed with a firearm, rifle, shotgun, machine-gun or assault weapon, shall be punished by imprisonment in the state prison for not less than ten years. Whoever commits a second or subsequent such offense shall be punished by imprisonment in the state prison for life or for any term of years, but not less than 15 years.

No person serving a sentence for a second or subsequent such offense shall be eligible for furlough, temporary release, or education, training or employment programs established outside a correctional facility until such person shall have served two-thirds of such minimum sentence or if such person has two or more sentences to be served otherwise than concurrently, two-thirds of the aggregate of the minimum terms of such several sentences.

For the purposes of prosecution, the offense described in subsection (b) shall be a lesser included offense to that described in subsection (a).

Dating Violence and Domestic Violence

Massachusetts law does not define the crimes of "dating violence" or "domestic violence". However, state law defines the crime of "abuse" in G.L. c. 209A § 1 as: "the occurrence of one or more of the following acts between family or household members:

- (a) attempting to cause or causing physical harm;
- (b) placing another in fear of imminent serious physical harm;
- (c) causing another to engage involuntarily in sexual relations by force, threat or duress."

"Family or household members" is defined as: "persons who

- (a) are or were married to one another;
- (b) are or were residing together in the same household;
- (c) are or were related by blood or marriage;
- (d) having a child in common regardless of whether they have ever married or lived together; or
- (e) are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate or Boston municipal courts consideration of the following factors:

- (1) the length of time of the relationship;
- (2) the type of relationship;
- (3) the frequency of interaction between the parties; and
- (4) if the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship."

Stalking

Stalking is defined under G.L. c. 265, § 43 (a) as follows:

"Whoever (1) willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress, and (2) makes a threat with the intent to place the person in imminent fear of death or bodily injury, shall be guilty of the crime of stalking. . . . The conduct, acts or threats described in this subsection shall include, but not be limited to, conduct, acts or threats conducted by mail or by use of a telephonic or telecommunication device or electronic communication device including, but not limited to, any device that transfers signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system, including, but not limited to,

electronic mail, internet communications, instant messages or facsimile communications."

Consent

Consent in reference to sexual activity, is not defined by statute in Massachusetts. The lack of consent is an element of the crimes indecent assault and battery and rape.

Charlotte

Johnson & Wales University encourages individuals to report any incidents which may be violations of State Law to law enforcement authorities. Doing so does not preclude an individual from reporting the incident to the university. The following definitions and statutes are taken from the North Carolina General Laws that may be relevant to misconduct described in this policy.

Sexual Assault

Article 7B - Rape and Other Sex Offenses.

§ 14-27.20. Definitions.

The following definitions apply in this Article:

(1) Repealed by Session Laws 2018-47, s. 4(a), effective December 1, 2018.

(1a) Against the will of the other person. – Either of the following: a. Without consent of the other person. b. After consent is revoked by the other person, in a manner that would cause a reasonable person to believe consent is revoked.

(2) Mentally incapacitated. – A victim who due to any act is rendered substantially incapable of either appraising the nature of his or her conduct, or resisting the act of vaginal intercourse or a sexual act.

(2a) Person who has a mental disability. – A victim who has an intellectual disability or a mental disorder that temporarily or permanently renders the victim substantially incapable of appraising the nature of his or her conduct, or of resisting the act of vaginal intercourse or a sexual act, or of communicating unwillingness to submit to the act of vaginal intercourse or a sexual act.

(3) Physically helpless. – Any of the following: a. A victim who is unconscious. b. A victim who is physically unable to resist an act of vaginal intercourse or a sexual act or communicate unwillingness to submit to an act of vaginal intercourse or a sexual act.

(4) Sexual act. – Cunnilingus, fellatio, anilingus, or anal intercourse, but does not include vaginal intercourse. Sexual act also means the penetration, however slight, by any object into the genital or anal opening of another person's body. It is an affirmative defense that the penetration was for accepted medical purposes.

(5) Sexual contact. – Any of the following: a. Touching the sexual organ, anus, breast, groin, or buttocks of any person. b. A person touching another person with their own sexual organ, anus, breast, groin, or buttocks. c. A person ejaculating, emitting, or placing semen, urine, or feces upon any part of another person.

(6) Touching. – As used in subdivision (5) of this section, means physical contact with another person, whether accomplished directly, through the clothing of the person committing the offense, or through the clothing of the victim. (1979, c. 682, s. 1; 2002-159, s. 2(a); 2003-252, s. 1; 2006-247, s. 12(a); 2015-181, s. 2; 2018-47, s. 4(a); 2019-245, ss. 5(a), 6(c).)

§ 14-27.21. First-degree forcible rape.

(a) A person is guilty of first-degree forcible rape if the person engages in vaginal intercourse with another person by force and against the will of the other person, and does any of the following:

- (1) Uses, threatens to use, or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
- (2) Inflicts serious personal injury upon the victim or another person.
- (3) The person commits the offense aided and abetted by one or more other persons.

(b) Any person who commits an offense defined in this section is guilty of a Class B1 felony.

(c) Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child born as a result of the commission of the rape, nor shall the person have any rights related to the child under Chapter 48 or Subchapter 1 of Chapter 7B of the General Statutes. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 4; 1981, c. 63; c. 106, ss. 1, 2; c. 179, s. 14; 1983, c. 175, ss. 4, 10; c. 720, s. 4; 1994, Ex. Sess., c. 22, s. 2; 2004-128, s. 7; 2015-181, ss. 3(a), (b); 2017-30, s. 1.)

§ 14-27.22. Second-degree forcible rape.

(a) A person is guilty of second-degree forcible rape if the person engages in vaginal intercourse with another person:

- (1) By force and against the will of the other person; or
- (2) Who has a mental disability or who is mentally incapacitated or physically helpless, and the person performing the act knows or should reasonably know the other person has a mental disability or is mentally incapacitated or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class C felony.

(c) Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child conceived during the commission of the rape, nor does the person have any rights related to the child under Chapter 48 of the General Statutes or Subchapter 1 of Chapter 7B of the General Statutes. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 5; 1981, cc. 63, 179; 1993, c. 539, s. 1130; 1994, Ex. Sess., c. 24, s. 14(c); 2002-159, s. 2(b); 2004-128, s. 8; 2015-181, ss. 4(a), (b); 2018-47, s. 4(b).)

§ 14-27.23. Statutory rape of a child by an adult.

(a) A person is guilty of statutory rape of a child by an adult if the person is at least 18 years of age and engages in vaginal intercourse with a victim who is a child under the age of 13 years.

(b) A person convicted of violating this section is guilty of a Class B1 felony and shall be sentenced pursuant to Article 81B of Chapter 15A of the General Statutes, except that in no case shall the person receive an active punishment of less than 300 months, and except as provided in subsection (c) of this section. Following the termination of active punishment, the person shall be enrolled in satellite-based monitoring for life pursuant to Part 5 of Article 27A of Chapter 14 of the General Statutes.

(c) Notwithstanding the provisions of Article 81B of Chapter 15A of the General Statutes, the court may sentence the defendant to active punishment for a term of months greater than that authorized pursuant to G.S. 15A-1340.17, up to and including life imprisonment without parole, if the court finds that the nature of the offense and the harm inflicted are of such brutality, duration, severity, degree, or scope beyond that normally committed in such crimes, or considered in basic aggravation of these crimes, so as to require a sentence to active punishment in excess of that authorized pursuant to G.S. 15A-1340.17. If the court sentences the defendant pursuant to this subsection, it shall make findings of fact supporting its decision, to include matters it considered as egregious aggravation. Egregious aggravation can include further consideration of existing aggravating factors where the conduct of the defendant falls outside the heartland of cases even the aggravating factors were designed to cover. Egregious aggravation may also be considered based on the extraordinarily young age of the victim, or the depraved torture or mutilation of the victim, or extraordinary physical pain inflicted on the victim.

(d) Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child born as a result of the commission of the rape, nor shall the person have any rights related to the child under Chapter 48 or Subchapter 1 of Chapter 7B of the General Statutes.

(e) The offense under G.S. 14-27.24 is a lesser included offense of the offense in this section. (2008-117, s. 1; 2015-181, s. 5(a), 5(b).)

§ 14-27.24. First-degree statutory rape.

(a) A person is guilty of first-degree statutory rape if the person engages in vaginal intercourse with a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim.

(b) Any person who commits an offense defined in this section is guilty of a Class B1 felony.

(c) Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child born as a result of the commission of the rape, nor shall the person have any rights related to the child under Chapter 48 or Subchapter 1 of Chapter 7B of the General

Statutes. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 4; 1981, c. 63; c. 106, ss. 1, 2; c. 179, s. 14; 1983, c. 175, ss. 4, 10; c. 720, s. 4; 1994, Ex. Sess., c. 22, s. 2; 2004-128, s. 7; 2015-181, s. 6.)

§ 14-27.25. Statutory rape of person who is 15 years of age or younger.

(a) A defendant is guilty of a Class B1 felony if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and at least six years older than the person, except when the defendant is lawfully married to the person.

(b) Unless the conduct is covered under some other provision of law providing greater punishment, a defendant is guilty of a Class C felony if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and more than four but less than six years older than the person, except when the defendant is lawfully married to the person. (1995, c. 281, s. 1; 2015-62, s. 1(a); 2015-181, s. 7(a), (b).)

§ 14-27.26. First-degree forcible sexual offense.

(a) A person is guilty of a first degree forcible sexual offense if the person engages in a sexual act with another person by force and against the will of the other person, and does any of the following:

- (1) Uses, threatens to use, or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
- (2) Inflicts serious personal injury upon the victim or another person.
- (3) The person commits the offense aided and abetted by one or more other persons.

(b) Any person who commits an offense defined in this section is guilty of a Class B1 felony. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 6; 1981, c. 63; c. 106, ss. 3, 4; c. 179, s. 14; 1983, c. 175, ss. 5, 10; c. 720, s. 4; 1994, Ex. Sess., c. 22, s. 3; 2015-181, ss. 8(a), (b); 2017-30, s. 2.)

§ 14-27.27. Second-degree forcible sexual offense.

(a) A person is guilty of second degree forcible sexual offense if the person engages in a sexual act with another person:

- (1) By force and against the will of the other person; or
- (2) Who has a mental disability or who is mentally incapacitated or physically helpless, and the person performing the act knows or should reasonably know that the other person has a mental disability or is mentally incapacitated or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class C felony. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 7; 1981, c. 63; c. 179, s. 14; 1993, c. 539, s. 1131; 1994, Ex. Sess., c. 24, s. 14(c); 2002-159, s. 2(c); 2015-181, ss. 9(a), (b); 2018-47, s. 4(c).)

§ 14-27.33. Sexual battery.

(a) A person is guilty of sexual battery if the person, for the purpose of sexual arousal, sexual gratification, or sexual abuse, engages in sexual contact with another person:

- (1) By force and against the will of the other person; or
- (2) Who has a mental disability or who is mentally incapacitated or physically helpless, and the person performing the act knows or should reasonably know that the other person has a mental disability or is mentally incapacitated or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class A1 misdemeanor. (2003-252, s. 2; 2015-181, s. 15; 2018-47, s. 4(d).)

§ 14-27.33A. Sexual contact or penetration under pretext of medical treatment.

(a) Definitions. – The following definitions apply in this section:

- (1) Incapacitated. – A patient's incapability of appraising the nature of a medical treatment, either because the patient is unconscious or under the influence of an impairing substance, including, but not limited to, alcohol, anesthetics, controlled substances listed under Chapter 90 of the General Statutes, or any other drug or psychoactive substance capable of impairing a person's physical or mental faculties.
- (2) Medical treatment. – Includes an examination or a procedure.
- (3) Patient. – A person who has undergone or is seeking to undergo medical treatment.
- (4) Sexual contact. – The intentional touching of a person's intimate parts or the intentional touching of the clothing covering the immediate area of the person's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or done in a sexual manner.

(5) Sexual penetration. – Sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body, regardless of whether semen is emitted, if that intrusion can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or done in a sexual manner.

(b) Offense; Penalty. – Unless the conduct is covered under some other provision of law providing greater punishment, a person who undertakes medical treatment of a patient is guilty of a Class C felony if the person does any of the following in the course of that medical treatment:

(1) Represents to the patient that sexual contact between the person and the patient is necessary or will be beneficial to the patient's health and induces the patient to engage in sexual contact with the person by means of the representation.

(2) Represents to the patient that sexual penetration between the person and the patient is necessary or will be beneficial to the patient's health and induces the patient to engage in sexual penetration with the person by means of the representation.

(3) Engages in sexual contact with the patient while the patient is incapacitated.

(4) Engages in sexual penetration with the patient while the patient is incapacitated.

(c) This section does not prohibit a person from being charged with, convicted of, or punished for any other violation of law that is committed by that person while violating this section.

(d) The court may order a term of imprisonment imposed for a violation of this section to be served consecutively to a term of imprisonment imposed for any other crime, including any other violation of law arising out of the same transaction as the violation of this section. (2019-191, s. 43(a).)

Dating Violence

North Carolina state law does not provide a definition for dating violence.

Domestic Violence

Chapter 50 B

§ 50B-1. Domestic violence; definition.

(a) Domestic violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:

- (1) Attempting to cause bodily injury, or intentionally causing bodily injury; or
- (2) Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
- (3) Committing any act defined in G.S. 14-27.21 through G.S. 14-27.33.

(b) For purposes of this section, the term "personal relationship" means a relationship wherein the parties involved:

- (1) Are current or former spouses;
- (2) Are persons of opposite sex who live together or have lived together;
- (3) Are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For purposes of this subdivision, an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16;
- (4) Have a child in common;
- (5) Are current or former household members;
- (6) Are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or social context is not a dating relationship.

(c) As used in this Chapter, the term "protective order" includes any order entered pursuant to this Chapter upon hearing by the court or consent of the parties. (1979, c. 561, s. 1; 1985, c. 113, s. 1; 1987, c. 828; 1987 (Reg. Sess., 1988), c. 893, ss. 1, 3; 1995 (Reg. Sess., 1996), c. 591, s. 1; 1997-471, s. 1; 2001-518, s. 3; 2003-107, s. 1; 2009-58, s. 5; 2015-181, s. 36.)

Stalking

§ 14-277.3A. Stalking.

(a) Legislative Intent. — The General Assembly finds that stalking is a serious problem in this State and nationwide. Stalking involves severe intrusions on the victim's personal privacy and autonomy. It is a crime that causes a long-lasting impact on the victim's quality of life and creates risks to the security and safety of the victim and others, even in the absence of express threats of physical harm. Stalking conduct often becomes increasingly violent over time.

The General Assembly recognizes the dangerous nature of stalking as well as the strong connections between stalking and domestic violence and between stalking and sexual assault. Therefore, the General Assembly enacts this law to encourage effective intervention by the criminal justice system before stalking escalates into behavior that has serious or lethal consequences. The General Assembly intends to enact a stalking statute that permits the criminal justice system to hold stalkers accountable for a wide range of acts, communications, and conduct. The General Assembly recognizes that stalking includes, but is not limited to, a pattern of following, observing, or monitoring the victim, or committing violent or intimidating acts against the victim, regardless of the means.

(b) Definitions. — The following definitions apply in this section:

(1) Course of conduct. — Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, is in the presence of, or follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

(2) Harasses or harassment. — Knowing conduct, including written or printed communication or transmission, telephone, cellular, or other wireless telephonic communication, facsimile transmission, pager messages or transmissions, answering machine or voice mail messages or transmissions, and electronic mail messages or other computerized or electronic transmissions directed at a specific person that torments, terrorizes, or terrifies that person and that serves no legitimate purpose.

(3) Reasonable person. — A reasonable person in the victim's circumstances.

(4) Substantial emotional distress. — Significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

(c) Offense. — A defendant is guilty of stalking if the defendant willfully on more than one occasion harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know that the harassment or the course of conduct would cause a reasonable person to do any of the following:

- (1) Fear for the person's safety or the safety of the person's immediate family or close personal associates.
- (2) Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment.

(d) Classification. — A violation of this section is a Class A1 misdemeanor. A defendant convicted of a Class A1 misdemeanor under this section, who is sentenced to a community punishment, shall be placed on supervised probation in addition to any other punishment imposed by the court. A defendant who commits the offense of stalking after having been previously convicted of a stalking offense is guilty of a Class F felony. A defendant who commits the offense of stalking when there is a court order in effect prohibiting the conduct described under this section by the defendant against the victim is guilty of a Class H felony.

(e) Jurisdiction. — Pursuant to G.S. 15A-134, if any part of the offense occurred within North Carolina, including the defendant's course of conduct or the effect on the victim, then the defendant may be prosecuted in this State. (2008-167, s. 2.)

Consent

North Carolina Criminal Law prohibits engaging in sexual activity by force and against the will of the other person or acts that are against people who are mentally incapacitated or physically helpless. Against a person's will can be: without consent entirely; or after consent is given and then later revoked by the other person, in a manner that would cause a reasonable person to believe consent is revoked. N.C.G.S. 14-27.20(1a).

Student Demonstrations/Open-Air Assemblies, Presentations and Forums Policy

Johnson & Wales University embraces diversity for a richly inclusive community of local, national and international citizens, and therefore acknowledges the desire of its students to discuss and advocate for issues and express opinions, both publicly and privately, within constitutionally valid limitations, set by local, state or federal law. Students, whether as individuals or registered student organizations, may support causes by orderly means.

To this end, enrolled students are permitted to conduct orderly demonstrations/open-air assemblies, presentations or forums (herein referred to as "demonstrations") which do not disrupt, obstruct or impair the educational or administrative processes taking place at the university, or interfere with the rights of any member of the university community. At the same time, it should be made clear to the academic and larger community that students or student organizations speak only for themselves, not for the university as an institution, in their public expressions or demonstrations.

Conduct Expectations

The broadest possible exercise of freedom can be carried out only in conjunction with a deep sense of responsibility. Therefore, conduct that adversely affects the health, safety or security of the university community, local residents or property, the name of the university, or the integrity of the educational process is strictly prohibited.

As always, students and their guests are expected to conduct themselves in a manner compatible with the university's function as an educational institution and the Student Code of Conduct. The university defines guests as any inactive student, non-student, or external organizations that are invited to or are associated with a campus event or meeting (inclusive of demonstrations). Accordingly, students and student organizations are responsible for communicating the expected behaviors outlined in the Student Code of Conduct with any individuals or external parties invited as their guests.

Failure to comply with the Student Code of Conduct and any other applicable policies or procedures may be met with disciplinary action, up to and including suspension or dismissal, or for guests suspension or revocation of access to the JWU campuses. In some circumstances, civil and criminal charges and penalties may result.

Guidelines for Demonstrations

Campus events that include demonstrations and/or guests must be scheduled in accordance with space reservation and/or student organization guidelines (as outlined in the Student Organizations Handbook). All media requests must be approved through Communications & Media Relations in accordance with the university's Campus Media Policy.

A student who wishes to stage a demonstration or protest at any event on university property should contact and arrange a meeting with the vice president of student affairs/dean of students or their designee a minimum of 48 business hours prior to the anticipated demonstration to discuss university policy, demonstration-specific regulations and safety issues. Student organizations must first schedule a meeting with the director of Student Engagement or the director's designee to discuss the objectives of the event and/or demonstration. The student(s) or student organizations coordinating the planning and execution of the demonstration will be considered the event host (see Event Host Responsibilities below).

Campus Safety & Security must be consulted in the planning of all organized demonstrations a minimum of 48 business hours in advance of the anticipated demonstration, in order to notify other pertinent university offices about the planned demonstration. The desire of Johnson & Wales University is to promote intellectual inquiry and exchange in a respectful and civil manner. The safety of all participants is of the utmost importance to the university, and appropriate procedures must be enacted to ensure safety during demonstrations.

Event planners in conjunction with Student Engagement and Campus Safety & Security will determine the following for any demonstration approved on campus:

Location

The location of an approved demonstration will be determined following space and use guidelines for all venues and common areas on campus and in accordance with this policy.

If the demonstration is against an issue at another approved campus event, the location of an approved demonstration will be as proximate to the other event as deemed appropriate considering the following:

- nature of the other event
- security needs of the other event
- time of the other event
- any other appropriate considerations

The use of streets for parades or demonstrations is subject to town ordinance and requires a city permit.

Time and Duration

Demonstrations may not interfere with the academic and educational mission of the university. The time and duration of the demonstration will be determined with regard to the following:

- nature of the event and/or demonstration
- security needs of the event and/or demonstration
- time of the event and/or demonstration
- any other appropriate considerations

Event Host Responsibilities

Funding: Event hosts may be responsible for any associated costs for the demonstration, including but not limited to an appropriate security detail, extensive clean-up or trash removal, damage or destruction of university property, or special permits required by local ordinances.

Managing Disruptive Behavior: Within the guidelines of this protocol, the event hosts are expected to help determine when behavior at their event is being disruptive. The hosts should always attempt to gain cooperation by asking that the disruptive behavior stop prior to requesting that the person(s) leave the event, regardless of whether they are or are not guests of the event hosts. A security detail is required for any approved demonstration; therefore, the hosts are encouraged to contact the respective security officers on site about the disturbance or behavior.

Safety and Security: Event hosts are responsible for consulting with Campus Safety & Security to determine a suitable detail for the demonstration or event. At any event, Campus Safety & Security will locate the hosts before handling any situation of non-violent behavior unless the disruption necessitates action to prevent greater confrontation. Campus Safety & Security has the authority to act upon any acts of violence, threats of violence or overcrowding without first contacting the event hosts.

In addition to the foregoing, the university reaffirms all of its rights to utilize and seek the aid of public authorities and such judicial, civil and criminal process and proceedings as may, in the discretion of the university, be necessary or appropriate.

Usage of Campus Green Spaces

Students, staff, or faculty may reserve campus green spaces through the university reservation system. The use of these spaces must not result in damage to the spaces; must not cause undue disruption to the university's activities, education, operations, or others in the community; must not occur in violation of any directive of any university official; and must not occur overnight.

Misuse of the green spaces, overuse, or overstaying the approved, designated, and reserved duration will result in a referral to Community Standards and Conduct, Campus Safety & Security, and/or any other person, organization, or agency the university deems appropriate.

No events involving encampments may take place on any university owned or operated premises.

Title IX Policy and Procedures

JWU has adopted a Title IX Policy and Procedures (collectively, "Policy") that prohibits sexual harassment and retaliation for reporting any such alleged conduct. Community members are expected to understand and regularly review the Policy which may be updated from time to time. The Policy will control in the event there is a conflict between the information provided on the website and in the Policy.

Visit JWU's Title IX webpage to access and read the policy.

Tobacco-Free Policy

I. Scope and Application

A. This Tobacco-Free Policy (Policy) applies to all persons who attend Johnson & Wales University (JWU) as students, work at the university, or visit the university, whether as contractors, guests, speakers, vendors, or otherwise (collectively, "Covered Persons").

II. Definitions

A. Tobacco means bidis, blunts, chewing tobacco, cigarettes, cigarillos, cigars, dip, electronic cigars or cigarettes, hookahs, pipes, smokeless tobacco, snuff, or any other items containing or reasonably resembling tobacco or prohibited products.

B. University Facilities means any university leased, owned, or operated premises, including but not limited to athletic facilities, classrooms, common areas, conference rooms, elevators, hallways, housing, loading docks, meeting rooms, offices, recreational facilities, residential halls, restrooms stairs, university grounds, vehicles, and any other enclosed or unenclosed facilities.

III. Statement of Policy

A. All advertisement, distribution, possession, sale, or use of Tobacco is strictly prohibited at all times by Covered Persons in any University Facilities or outside of University Facilities in connection with any university-sponsored activity, class, course, event (whether academic, athletic, educational or social), program or publication.

B. It is the responsibility of all members of the university community to comply with this Policy, and it is expected that both smokers and nonsmokers will cooperate by complying in an atmosphere of mutual respect and consideration. All members of the university community should promote compliance by politely reminding Covered Persons that Johnson & Wales University is a tobacco-free campus, as necessary.

C. Employees may direct questions or concerns about this Policy to Human Resources. Students may direct questions or concerns about this Policy to Student Affairs.

IV. Policy Owner and Contact

A. Associate Dean for Counseling, Health and Wellness

V. Effective Date and Revisions

A. Original: 2016

B. Revised: August 2022

Videography and Still Photography on Campus Policy

Shooting video or still images of Johnson & Wales University property, students, staff or faculty by anyone for print, video or online purposes other than academics or job function must be approved by a campus Communications & Media Relations contact. Anyone required to seek approval in accordance with the policy must submit a request form, which can be found online in the JWU Media Center.

Withdrawal

Before withdrawing from a course or the university, students should meet with their assigned academic advisor to address the impact of withdrawal on their status. Withdrawal should be a last resort, so students should consult with their course instructor and take advantage of university resources, such as tutoring or study skills assistance. Withdrawing from a course (especially a course that is a prerequisite requirement) could result in extra time at the university, additional charges and payments, and potentially more student loans. Any student enrolled solely in culinary or pastry laboratory courses

who fails to attempt any of the scheduled courses may be considered to have withdrawn from the university.

Withdrawal may jeopardize or impact

- academic standing
- graduation date
- eligibility to remain in university housing
- eligibility to participate in athletic events
- financial aid eligibility (satisfactory academic progress)
- immigration status
- Veterans Administration benefits

It is the student's responsibility to notify Student Academic Services or Online Student Services in person or in writing (via JWU email, fax or letter) of their intent to withdraw from a course or the university. Students are not permitted to withdraw from a course or the university during final exams. If students do not officially withdraw, they will remain registered for courses and will be graded accordingly.

Discontinuing attendance (e.g., not showing up for class or not accessing course materials in ulearn) or notifying an instructor does not constitute an official course withdrawal. Students who notify an instructor are still responsible for notifying Student Academic Services or Online Student Services to be considered officially withdrawn. Students may be withdrawn by an instructor from courses with specific attendance policies. Students should review Attendance for additional policies.

The date the withdrawal notification is received shall be the date used in determining the refund of fees, if applicable, in accordance with the Refund Policy.

A student who does not officially withdraw due to extenuating circumstances may submit a university enrollment dispute. Enrollment disputes must be submitted online within 30 days after the end of the semester in dispute. To submit a dispute, students must complete the appropriate form. No adjustments to tuition and fees or financial aid will be made until the dispute is researched and either approved or denied. No enrollment disputes will be considered after 30 days from the end of the semester in which the students intended withdrawal. Decisions will be made within 10 business days and students will receive notification via an email sent to the email address provided on the dispute form. The student must present supporting documentation that demonstrates serious and compelling reasons justifying the withdrawal and extenuating circumstances justifying its retroactive nature.

See the Course Withdrawal and University Withdrawal sections for more information regarding withdrawals.

Course Withdrawal

Course Withdrawal

If a student drops a course after the add/drop period has ended, the process is referred to as a course withdrawal. Students may withdraw from a course by completing a Course Withdrawal Form with Student Academic Services or Online Student Services. A grade of W will be issued for each withdrawn course and recorded on the transcript as attempted credits. This grade is not calculated in the grade point average. A student who remains enrolled in one or more courses in the semester will not be eligible for a tuition credit. Students who withdraw from all courses will be withdrawn from the university and are subject to the University Withdrawal Policy.

Students must officially withdraw from a course by the course withdrawal deadline; otherwise, they will not be permitted to withdraw from the course and will be graded accordingly.

A withdrawal request after the deadline will only be permitted for extenuating conditions beyond the student's control. Students must provide documentation of the condition, which must be approved by an academic advisor/counselor. The course grade under these circumstances will be NC.

Withdrawal deadlines for academic courses and courses with an experiential education component are published on the academic calendar. (p. 5)

University Withdrawal

University Withdrawal

University withdrawal is defined as a complete withdrawal from all classes in a semester. A complete withdrawal before the beginning of the semester start date will result in no financial responsibility for that semester.

Withdrawal from the university after the start of the semester, voluntary or not, will result in tuition charges in accordance with the Refund Policy. The date the withdrawal notification is received shall be the date used in determining the refund of fees, if applicable, in accordance with the Refund Policy. A grade of W will be issued for each withdrawn course and recorded on the transcript as attempted credits. This grade is not calculated in the grade point average. Students withdrawing from the university should note the following:

- Students receiving financial aid are required to complete an exit interview with Student Financial Services to discuss the impact of withdrawal on tuition charges and financial aid; the financial aid award (including grants, scholarships, loans and outside awards) for the current or subsequent semester may be affected.
- Students living in on-campus housing are required to contact Residential Life prior to the submission of their notice to discuss the impact of withdrawal on housing status. Students must vacate university housing within 24 hours of withdrawal, removing all personal belongings, returning keys and signing out at the front desk of their residence hall.
- When (or if) enrollment resumes, graduation date and academic progress are impacted. The university cannot guarantee when or if courses may be re-offered, or if the student can resume enrollment in their original program of study. Withdrawal from a prerequisite course may impact future course registration, if scheduled, and may impact the sequencing of remaining requirements.

Students may return to the university to register for a future semester, but are subject to the university's Readmittance Policy (p. 49).

The university reserves the right to withdraw students who fail to meet financial or specific attendance requirements or who, because of misconduct, disrupt the academic process in violation of the Student Code of Conduct (p. 62).

In compliance with federal regulations, Student Academic Services will submit an enrollment update to the National Student Clearinghouse within 30 days of the withdrawal notification date, which is the date the student notified Student Academic Services of their intent to withdraw from the university.

Allocation of Title IV Refunds

A refund owed to a student who received funds under any Title IV, HEA program will be returned to the Title IV, HEA programs from which the student received aid in the following order until the amounts received by the student from these programs are eliminated: the Federal Unsubsidized Direct Loan program, the Federal Subsidized Direct Loan program, the Federal PLUS Loan program, the Federal Pell Grant program, the Federal SEOG program, TEACH Grant, all other sources of aid, any unpaid institutional aid.

Involuntary Medical Withdrawal Policy

Johnson & Wales University seeks to provide a healthy, safe and positive learning environment for all members of the university community. Pursuant to the university's Involuntary Medical Withdrawal Policy, the university may require students to withdraw from the university or any university program (defined to include any university activities, classes or programs, including university-affiliated internships), indefinitely or permanently or until such time as the university determines students may resume their enrollment in the university or participation in any university program, as the case may be. The Involuntary Medical Withdrawal Policy is designed to comply with applicable laws, including laws governing disability. This policy is not a substitute for and does not replace any disciplinary process or sanctions that may be imposed under the Student Code of Conduct (p. 62) or for academic or other violations. This policy may be invoked independent of or concurrent with the processes and sanctions under the Student Code of Conduct or otherwise.

Criteria for an Involuntary Medical Withdrawal

Students may be placed on an involuntary medical withdrawal from the university or any university program if the university determines on an

individualized case-by-case basis, in accordance with objective evidence and the procedures listed below, either of the following (with respect to the university generally or any particular university program):

- Students pose a significant risk to their own health or safety; or
- Students pose a significant risk to the health or safety of one or more others.

Hereinafter, these factors shall be called the "Withdrawal Criteria."

Acute Medical Episodes

An "acute medical episode" includes any sudden or unexpected mental or physical medical occurrence that could pose a significant risk to the health or safety of the student or one more others or that is not conducive to the operation of or is disruptive to any university program or the university community or environment generally.

The procedures below should generally be followed, but given the unique and time-sensitive circumstances that may arise, a departure from the procedures outlined herein may be reasonable.

As a general matter, when a student suffers an acute medical episode in connection with any university program, the university employee with responsibility for that university program (e.g., a coach of an athletic team, a faculty member teaching a course — hereinafter, "responsible employee") should promptly contact the appropriate healthcare professionals (e.g., emergency responders/9-1-1 if the situation so warrants, university healthcare professionals if the situation so warrants) to address the immediate risk presented to the student or others. As a general matter, the responsible employee should, thereafter, immediately contact Campus Safety & Security. If the student declines medical treatment, the responsible employee may contact the dean of students (defined to include the dean's designee), the appropriate dean of the applicable college or the appropriate director as to any activity or program, or other appropriate personnel to confer with him/her/them and determine whether to require the student to leave the university program or the university premises immediately for that day. Alternatively, depending on the circumstances, the responsible employee may determine, in responsible employee's judgment, whether to require the student to leave the university program or the university premises immediately for that day. Preeminent consideration shall be given to the health and safety of the student and others in the university program and, additionally, the extent to which the student may continue participating in the university program on that day or remain on university premises on that day consistent with the other withdrawal criteria. Consideration shall also be given to any relevant explanation or documentation the student may be able to provide at the time.

Generally speaking, as soon as reasonably practicable, and, absent unusual circumstances, generally not later than the end of that day, the responsible employee should prepare a written report of the incident ("report") and send the report to the dean of students and the associate dean of students for Counseling, Health & Wellness. In the usual case, Campus Safety & Security should prepare an Unusual Incident Report ("UIR") as it would in the normal course.

The dean of students and the associate dean of students for Counseling, Health & Wellness shall consider whether to send the report to other university personnel, with consideration of the health and safety of the student and others in mind (so that, e.g., if the student is on an athletic team, and suffered a concussion, the report would be sent to the director of athletics).

The associate dean of students for Counseling, Health & Wellness, in concert with the responsible employee and other appropriate university personnel as the university deems appropriate, shall determine what, if any, measures to implement to protect the health and safety of the student and other members of the university community and the university's interest in maintaining a positive learning environment.

Pending any final determination, the associate dean of students for Counseling, Health & Wellness, in concert with the responsible employee and other appropriate university personnel as the university deems appropriate, shall implement such interim measures as they deem warranted in their sole discretion, giving appropriate consideration to the withdrawal criteria. Such interim measures may include, but not be limited to, temporarily precluding the student's participation in any university programs or the student's presence on university premises.

Consideration shall also be given to whether involuntary withdrawal from the university generally is appropriate pursuant to the Involuntary Medical Withdrawal policy.

Involuntary Medical Withdrawal Process

The university may become aware of the potential need for an involuntary medical withdrawal from the university or any university program through a variety of means, including not only through an acute medical episode but also through the Crisis Aversion and Response Evaluation (CARE) Team or directly through the associate dean of students for Counseling, Health & Wellness or otherwise.

If a potential need for an involuntary medical withdrawal is identified, the associate dean of students for Counseling, Health & Wellness (defined to include the associate dean's designee) will conduct the initial assessment of whether an involuntary medical withdrawal is warranted, considering whether a voluntary withdrawal may be taken in lieu of involuntary medical withdrawal. The associate dean of students for Counseling, Health & Wellness will collect available information as the associate dean deems appropriate, including information obtained from a report, if any, or any other reports, CARE Team meetings, conversations with students, faculty and staff (giving appropriate weight to the views of the responsible employee, if any), relevant documents, and the written or oral opinions of appropriate medical professionals if such information is available.

When the associate dean of students for Counseling, Health & Wellness makes a preliminary assessment that one of the withdrawal criteria for an involuntary medical withdrawal may be met, the associate dean will, where reasonably possible and appropriate in the associate dean's discretion, meet with the student to discuss the issues, including options for a voluntary withdrawal (which will be stressed as the preferred option to an involuntary medical withdrawal); whether there are reasonable accommodations that will avoid the need for an involuntary medical withdrawal; and the procedures for an involuntary medical withdrawal. The associate dean of students for Counseling, Health & Wellness will, where reasonably possible and appropriate in the associate dean's discretion, give the student a reasonable opportunity to respond in writing with such student's views on the matter.

If the associate dean of students for Counseling, Health & Wellness determines it is warranted, the associate dean shall request that the student sign an authorization permitting medical professionals who have treated the student to share information with the associate dean of students for Counseling, Health & Wellness and such other university personnel as the associate dean of students for Counseling, Health & Wellness deems appropriate. Failure by the student to sign the authorization will be considered as a failure to cooperate, and the university will act on the information available to it at that time.

If, following the initial assessment and any meeting with the student, the associate dean of students for Counseling, Health & Wellness determines an involuntary medical withdrawal may be appropriate, the associate dean will convene an "Involuntary Medical Withdrawal Committee" that may be comprised of the dean of students, the associate dean of students for Counseling, Health & Wellness, the appropriate director of Counseling and/or Health Services, and the appropriate director of Accessibility Services/ the Academic Success Center (including any of their respective designees). Additional university personnel will be added to the Involuntary Medical Withdrawal Committee if and when appropriate. The Involuntary Medical Withdrawal Committee will review the pertinent information and will make a determination on an individualized case-by-case basis, taking into consideration the nature, probability, severity, and timing of the risk and whether reasonable modifications of the university's policies, practices or procedures will mitigate the risk. The Involuntary Medical Withdrawal Committee will render a decision, and the associate dean of students for Counseling, Health & Wellness will present that decision to the student in writing ("decision").

Notice to Student about Decision Regarding Involuntary Medical Withdrawal

In the case of an involuntary medical withdrawal, the decision shall inform the student of the relevant information, usually including following: (1) whether the withdrawal is from the university generally or solely from a particular university program or university programs; (2) the effective date(s) of the involuntary medical withdrawal; and (3) any conditions that must be satisfied (in addition to the university's Readmittance Policy) for the student to be re-enrolled in the university or resume the university program(s) at issue,

as the case may be (if re-enrollment or resumption, as the case may be, is contemplated) with or without reasonable accommodations (with potential conditions to include, but not be limited to, disclosure of medical records, compliance with medical treatment plans, consultations with university personnel, examination by university or independent healthcare providers, and limitations on participation in certain university programs or aspects thereof); and (4) any other relevant details respecting the involuntary medical withdrawal.

If the Involuntary Medical Withdrawal Committee decides an involuntary medical withdrawal is not appropriate, it may condition the student's return to the university or any university program on the student's compliance with certain requirements. Such requirements may include, among others, disclosure of medical records, compliance with medical treatment plans, consultations with university personnel, examination by university or independent healthcare providers, and limitations on participation in certain university programs or aspects thereof. If, thereafter, the student fails to comply with the requirements, the Involuntary Medical Withdrawal Committee may impose an involuntary medical leave, among other potential measures to address the noncompliance.

Reinstatement Procedures following Involuntary Medical Withdrawal

A student who is placed on involuntarily medical withdrawal from the university as a whole shall have a hold placed on his or her records.

At minimum, to be reinstated in the university or any university program, as the case may be, a student must provide the university with medical documentation from the appropriate treating healthcare provider(s), qualified to render the requisite medical opinion, and a release enabling the dean of students and other university personnel to exchange information with such treating healthcare provider(s).

The university may require further information from the student if it determines that the information provided by the student's treating healthcare provider(s) is not sufficient (e.g., if the information provided is incomplete, requires further clarification or explanation, or conflicts with other information about the student) to make a determination that the student is ready to resume studies and function in a healthy and safe manner as a successful member of the university community, with or without reasonable accommodations.

In addition, in certain circumstances (e.g., where the university is concerned about a treating provider's credentials), the university may request that the student undergo an additional assessment to allow the university to make a determination about the student's return. In those cases, the university will provide the student with a written explanation for such determination.

Students should submit the requisite documentation to the dean of students at least two weeks prior to their desired return date to the university. The Involuntary Medical Withdrawal Committee will evaluate the documentation and make the determination of whether the student has satisfied the conditions of reinstatement and inform the student in writing of such determination within a reasonable period of time.

Students with disabilities may be eligible for reasonable accommodations. Students are responsible for communicating their requests for reasonable accommodations to Accessibility Services.

School Health Insurance

(Applicable only to withdrawals from the university as a whole)

A student can enroll in the student health insurance plan when withdrawn for medical reasons for a maximum of one semester if the student was enrolled in the student health insurance plan in the prior semester. In addition, if a student suffers an accident or sickness while meeting the eligibility requirements, that results in the student withdrawing for medical reason, coverage will remain in place until the end of the semester for which coverage was purchased. Students must complete an enrollment application and pay separately the current premium for that semester to the university's insurance agency. At the time of withdrawal, the student must intend to return to Johnson & Wales University and remain a degree-seeking candidate. International students may be able to continue to remain in the United States in compliance with applicable immigration regulations; please consult with the International Student Services Office.

This section does not apply to withdrawals from a particular university program or programs but only withdrawals from the university as a whole.

Appeal

Students may appeal a decision regarding involuntary medical withdrawal and/or reinstatement by submitting a request in writing, by hand delivery or certified mail, to the provost (defined to include the provost's designee). The request must be submitted within 10 days of the date of the relevant decision and must state clearly the basis for the appeal. During an appeal, students will remain on medical withdrawal or subject to other conditions imposed at the university's discretion. The provost will review the appeal within a reasonable time after receipt and will make decision concerning the appeal within a reasonable time. The decision of the provost will be final.

Military Withdrawal

Students who are members of any branch of the United States Armed Services, including the National Guard, who are called to active duty while enrolled are entitled to the following options:

- Students may work with each individual instructor to determine if an incomplete grade is appropriate. If an incomplete grade is not a viable option, the student will be permitted to withdraw either from individual courses or from the university. A credit of tuition and fees will be issued for those courses from which the student has withdrawn.
- Students who are called to active duty while enrolled should contact their academic advisor to initiate the withdrawal process. An official copy of the military orders must be presented to invoke this special withdrawal and refund process. Students may also consider adding an authorized user to view portions of their academic and financial records via a separate, secure login and website.

Return of Title IV Funds

Return of Title IV Funds (Federal Aid)

The law specifies how Johnson & Wales (JWU) must determine the amount of Title IV program assistance that students earn if they withdraw from school. The Title IV programs that are covered by this law are Federal Pell Grants, TEACH Grants, Federal Supplemental Educational Opportunity Grants (FSEOGs), Direct Loans, and Direct PLUS Loans (including Graduate PLUS Loans).

Though aid can be posted to accounts at the start of each period, students earn the funds as they complete the period. Students who withdraw during their payment period or period of enrollment are subject to a specific formula to determine the amount of Title IV program assistance that they have earned. Students who received (or JWU received) less assistance than the amount that they earned may be able to receive those additional funds in the form of a post-withdrawal disbursement. Students who received (or JWU received) more assistance than they earned must return the excess funds.

The amount of assistance earned is determined on a pro rata basis. For example, students who complete 30% of their payment period or period of enrollment earn 30% of the assistance they were originally scheduled to receive. Students who complete more than 60% of the payment period or period of enrollment earn all of the eligible assistance that they were scheduled to receive for that period. The amount of institutional assistance earned is based on the week that the student withdraws from the university and follows the percentage the university credits the student's charges. Specific examples of Return of Title IV Funds (Federal Aid) are available upon request via the JWU Consumer Information page contact.

In certain situations (i.e., module delivery), students may not be subject to returns of their Title IV program assistance if they successfully complete one of the following exemptions:

- all graduation requirements
- a class or multiple classes that comprise at least 49% of the days in the term
- a class or multiple classes that comprise at least half-time enrollment

Students who did not receive all funds earned may be due a post-withdrawal disbursement. If the post-withdrawal disbursement includes loan funds, JWU must receive the student's permission before the university can disburse them. Students may choose to decline some or all of the loan funds so that they don't incur additional debt. JWU may automatically use all or a portion

of this post-withdrawal disbursement for tuition, fees, and room and board charges, but will email requesting the consent of the borrower (i.e., the student or parent) to post the funds for all other institutional charges to the student's account.

Some Title IV funds cannot be disbursed once students withdraw because of other eligibility requirements. For example, first-time, first-year undergraduate students who have not completed the first 30 days of their program before they withdraw will not receive any Direct Loan funds that they would have received had they remained enrolled past the 30th day. Federal loans must be certified prior/on the student's last date of attendance.

Students (or JWU or parents on behalf of students) who receive excess Title IV program funds must return a portion of the excess funds equal to the lesser of

- institutional charges multiplied by the unearned percentage of funds, or
- the entire amount of excess funds

JWU must return this amount even if it didn't keep this amount of the student's Title IV program funds. If JWU is not required to return all of the excess funds, students may be required to return the remaining amount.

Students (or parents for a Direct PLUS Loan) will repay any loan funds that must be returned in accordance with the terms of the promissory note. That is, students will not be required to repay any loan funds immediately, but instead, will make scheduled payments to the holder of the loan over a period of time.

Any amount of unearned grant funds that students must return is referred to as an overpayment. The maximum amount of a grant overpayment that students must repay is half of the grant funds received or were scheduled to receive. Students do not have to repay a grant overpayment if the original amount of the overpayment is \$50 or less. Students must make arrangements with JWU or the Department of Education to return the unearned grant funds.

The requirements for Title IV program funds when students withdraw are separate from any refund policy that JWU may have. Therefore, students may still owe funds to JWU to cover unpaid institutional charges. JWU may also charge students for any Title IV program funds that JWU was required to return.

Refer to the University Withdrawal Credit Policy for more information regarding JWU's institutional refund policy.

Unofficial Withdrawal

A student who earns no passing grades in all courses for a semester will be considered an unofficial withdrawal, unless the institution can document that the student completed the term. **Unofficial withdrawals will not receive credit on any semester charges including tuition, fees and if applicable, room and board.** A student who does not earn at least one passing grade during a semester and did not complete the term for which federal funds were disbursed may have a Return of Title IV Funds calculation performed to determine how much of the federal funds were earned. Unearned federal funds must be returned to the source, in most cases with a charge to the student's university account.

A student must be engaged in academically related activities beyond the 60% of the enrollment period to retain eligibility for federal, institutional and external financial aid. If a student stops being engaged in all academically related activities during the term and does not formally withdraw from the institution, they will be assigned a withdrawal date based on the last date of an academically related activity.

For more information, please consult the Return of Title IV Funds (p. 40) and University Withdrawal Credit Policy pages.

Academic Policies

This section of the handbook contains important information about academic policies, grading systems and other academic requirements.

Academic Decisions

Students who wish to appeal an academic decision should seek the help of the following people, in the following order:

1. Professor or instructor
2. Department chairperson
3. Academic dean of appropriate college or school (final appeal)

Please note that this process does not apply to decisions regarding academic integrity infractions.

For more information, see Complaints and Grievances.

Academic Integrity

ACADEMIC INTEGRITY POLICY

I. Scope and Application

A. Johnson & Wales University (“JWU”) is committed to providing an education characterized by academic integrity. The purpose of this Academic Integrity Policy (“Policy”) is to clarify academic integrity expectations that apply to students and define the role each JWU community member plays in maintaining a culture of Academic Integrity (defined below).

B. This Policy applies to all JWU students and faculty and staff, insofar as faculty and staff are involved with students in matters implicating Academic Integrity.

C. Definitions

1. Academic Integrity means the commitment to honest behavior in academic life.

2. Cheating means dishonest actions or behaviors that allow a student to gain an unfair advantage in their academic work. Examples of cheating can include, but are not limited to

- a) Using unauthorized information, materials, or study aids, such as a phone, cheat sheet, or generative artificial intelligence (GAI) tools, during an exam or for an assignment without explicit permission by the course instructor.
- b) Attempting to copy or copying from another student’s work without authorization from the faculty.
- c) Submitting someone else’s work as one’s own [including but not limited to by engaging in Plagiarism (defined below)].
- d) Aiding others in cheating, including but not limited to distributing without authorization graded course submissions, assessment questions, or other course materials.

3. Plagiarism (including derivations thereon, such as Plagiarizing) means using another’s words/ideas and presenting or attempting to present them as your own (i.e., without appropriate attribution or citation). A student’s intention is not relevant in determining if the specific violation occurred. Examples of plagiarism can include, but are not limited to

- a) Using another student’s work and submitting portions or the entire assignment with your name.
- b) Using generative artificial intelligence (GAI) tools to produce part or all of an assignment unless the use complies with subsection (d).
- c) Reusing your own work from a previous assignment or publication without acknowledging the earlier use and obtaining permission for the reuse from the faculty to whom the reused work is submitted.
- d) Failing to include citations, quotations, or works cited pages when using outside sources, including but not limited to generative artificial intelligence (GAI) tools.
- e) Creating false citations, quotations, or works cited pages that do not correspond to the information you used in your assignment.

4. Unauthorized Collaboration means working with another person or multiple people on coursework that will be evaluated without explicit permission from the instructor. Examples of unauthorized collaboration can include, but are not limited to

- a) Working with a study group to complete an individual assignment.
- b) Sharing your computer code with another student.

- c) Having another person to review your assignment and edit portions of it in their own words.
- d) Using generative artificial intelligence (GAI) tools to create an outline for an assignment, without the explicit permission of the course instructor.

II. Policy

A. An Academic Integrity violation is a violation of the JWU Student Code of Conduct, which applies to all Academic Integrity violations. Examples of Academic Integrity violations include, but are not limited to

1. Cheating
2. Plagiarizing
3. Engaging in Unauthorized Collaboration
4. Using generative artificial intelligence (GAI) tools in the completion of any course assignments, labs, or exams without explicit permission by the course instructor.
5. Falsifying in any manner academic or other records, such as recommendation letters, transcripts, or any other documents related to the academic or educational process.
6. Engaging in other conduct inconsistent with an academic program’s standards of professional conduct and/or ethics or conduct that otherwise improperly distorts the university process.

B. JWU’s Academic Integrity Pledge

1. All students agree to JWU’s Academic Integrity Pledge as follows: By enrolling at the university, all students agree to the following pledge: As a student, I commit to practice honest behavior in my academic life (“Academic Integrity”). I pledge to uphold Academic Integrity to its highest standards. I pledge that all work I submit is my own. I commit to seeking out resources when I need assistance. It is my responsibility to review and follow the Academic Integrity Policy, and any other applicable university policies that relate to Academic Integrity, including but not limited to the Student Code of Conduct and the Conduct Review Process. It is also my responsibility to keep abreast of any amendments, which the university may make to any policies at any time.

C. Responsibilities of JWU Community Members in Maintaining a Culture of Academic Integrity

1. All members of the JWU community share responsibility in maintaining a culture of Academic Integrity.
2. Students. Expectations of students include, but are not limited to:

- a) Understanding and complying with this Policy.
- b) Obtaining clarification if they do not understand whether certain conduct covered by this Policy is permitted or if they do not understand how to properly credit sources. Students acknowledge that not knowing is not an excuse for violating this Policy.
- c) Agreeing that by taking courses at JWU, their assignments may be subject to submission to Plagiarism detection software (e.g., Turnitin.com) for textual similarity review and/or for the detection of plagiarism. All submitted assignments will be included as source documents in the plagiarism detection database solely for the purpose of detecting plagiarism or misuse of such assignments. Use of any plagiarism detection software service is subject to the usage policy posted on the software website.
- d) Complying with instructor directives. Notably, individual faculty members may explicitly limit use of otherwise permitted resources or prohibit otherwise permissible conduct. For example, a faculty member may decide that no use of outside resources are permitted in a particular assignment. In that case, a student may not properly use outside resources even if they are properly sourced and cited.

III. Procedures

A. Reporting

1. Any individual who becomes aware of an alleged violation of this Policy may report the violation to Campus Safety & Security (“CS&S”), any professional staff member of Residential Life, the vice president of student affairs/dean of students, or Community Standards and Conduct.
2. A faculty or staff member who suspects a violation of Academic Integrity must refer the matter to Community Standards and Conduct through the online Academic Integrity Referral Form (“Form”).
3. When completing the Form, the faculty or staff member should determine a grade sanction, including a failing or reduced grade for the assignment

or exam at issue or the course as a whole, redoing the assignment or exam for full or partial credit, a lower final grade, or no grade sanction ("Grade Sanction"). If the proposed Grade Sanction, if upheld, will result in dismissal of the student from the program or the university, the faculty or staff member must obtain approval for the Grade Sanction from the applicable dean. Faculty or staff-determined Grade Sanctions are final except as subject to appeal regarding a finding of responsibility in accordance with the Conduct Review Process. The Grade Sanction will automatically be imposed if the student acknowledges responsibility or is found responsible (subject to input by other appropriate personnel, as noted below) for the alleged violation. The faculty or staff member may also recommend, and/or Community Standards and Conduct may decide to impose additional measures beyond the Grade Sanction, which may include, without limitation, imposing academic conduct warnings or conduct probation; requiring completion of the JWU Academic Integrity online module, reflection assignments, student success meetings, and writing appointments; suspending or dismissing the student from the university; or rescinding the student's degree, (collectively, "Additional Sanctions").

4. If the faculty or staff member would like to resolve the incident informally through a warning letter, as a means to formally document an incident without initiating a formal Conduct Review Process, the faculty or staff member should indicate that on the Form. Cases resolved through warning letters are not subject to sanctioning, including faculty or staff-determined grade sanctioning, and serve as a means to formally document an incident without initiating the formal conduct review process.

5. The Form may be submitted any time, including for alleged violations discovered after the completion of the applicable course, degree, lab, practicum, program, etc.

6. After submitting the Form, the faculty or staff member should notify the student of the concern and explain to the student that the faculty or staff member has submitted a report of the alleged violation to Community Standards and Conduct for review and potential further action.

B. Investigation

1. Upon receipt of the Form or other report of an alleged violation, Community Standards and Conduct (including, by definition, its designee), may decide to conduct further investigation of the alleged violation. Community Standards and Conduct may appoint an academic liaison to assist throughout the investigatory process ("Investigatory Academic Liaison") and may request other personnel, including CS&S, to assist in the investigation.

C. Resolution Options

1. The alleged violation will be reviewed by Community Standards and Conduct, and those that warrant action will be referred for an informal warning letter, informal conflict resolution, an educational conversation, or a hearing depending upon the nature of the alleged concern or violation, in each case as described in JWU's Conduct Review Process.

D. Adjudication Process

1. In the event Community Standards and Conduct refers the alleged violation to a hearing, it will be adjudicated in accordance with JWU's Conduct Review Process except as otherwise expressly provided herein.

2. For purposes of the adjudication process, Community Standards and Conduct will appoint an academic liaison (different from the faculty or staff member who submitted the Form) ("Hearing Academic Liaison"), who will assist in the Conduct Review Process if a hearing is requested.

3. On review of the Form and on the completion of any additional investigation, the affected student may be offered the opportunity to accept responsibility for the alleged violation and accept (1) the Faculty or staff-determined Grade Sanction and (2) any Additional Sanctions Community Standards and Conduct may propose. If the student acknowledges responsibility for the violation/associated charge but does not agree to the Additional Sanctions, a sanctions-only administrative hearing will proceed, as described in the Conduct Review Process, and the student will not be entitled to an appeal, except as to the Additional Sanctions imposed. Faculty or staff-determined Grade Sanctions are final except as subject to appeal regarding a finding of responsibility in accordance with the Conduct Review Process.

4. If the affected student chooses to deny responsibility for the violations or if the student fails to respond to the charge letter, the university shall provide the student a hearing. Except as provided in this Policy, the administrative hearing will be administered with Community Standards and Conduct and the Hearing Academic Liaison, as provided in the university's Conduct Review Process.

E. Outcome

1. After conclusion of the hearing, if the affected student is found responsible, the Hearing Officer and Hearing Academic Liaison shall review the Grade Sanction proposed by the reporting faculty or staff member and consider whether to recommend Additional Sanctions as warranted, subject to considering the relevant evidence and any prior Academic Integrity violations. The Hearing Officer and Hearing Academic Liaison will then identify the proposed sanctions, which may include only the Grade Sanction or may include the Grade Sanction and Additional Sanctions.

2. The Hearing Officer's and Hearing Academic Liaison's recommendations regarding sanctions shall be final, and those sanctions shall be imposed on the affected student, subject to the affected student's right of appeal, as described in the Conduct Review Process.

3. Community Standards and Conduct, in coordination with the Hearing Academic Liaison, will notify the reporting faculty or staff member in writing of the outcome of the Conduct Review Process after the time for an appeal expires or an appeal is filed and resolved.

F. Appeal

1. The provost or the provost's designee shall hear any appeals from a finding of an Academic Integrity violation, as described in the Conduct Review Process.

G. Sanctions Approval

1. Approval of any recommended sanction shall take place upon the conclusion of any appeal, as described in the Conduct Review Process.

H. At any time in the Academic Integrity reporting, investigation, resolution, adjudication, or appeal process, the provost, the academic liaisons, Community Standards and Conduct, the campus vice president of student affairs/dean of students, or any other personnel involved in this process may consult with other university personnel as they deem appropriate.

I. Sanctions

1. The types of sanctions the university may impose are described in the Student Code of Conduct. If a student is found responsible or acknowledges responsibility for an Academic Integrity violation, the student will generally receive one or more of the following types of sanctions:

a) Status Sanction: Status sanctions are defined to include, but are not limited to, imposing academic conduct warnings or conduct probation, suspending or dismissing the student from the university, or rescinding the student's degree.

b) Faculty or Staff-determined Grade Sanctions: Faculty or staff-determined Grade Sanctions include, but are not limited to, a failing or reduced grade for the assignment or exam at issue or the course as a whole, redoing the assignment or exam for full or partial credit, a lower final grade, or no grade sanction. Faculty or staff-determined Grade Sanctions are final except as subject to appeal regarding a finding of responsibility in accordance with the Conduct Review Process.

c) Educational Sanction: Educational sanctions can include, but are not limited to, requiring completion of the JWU Academic Integrity online module, reflection assignments, student success meetings, and writing appointments.

J. Records

Academic Integrity records are noted in a student's conduct record. Academic Integrity violations are not noted on a student's academic transcript.

Academic Standing

A student's academic standing is based on grade point average (GPA) in conjunction with total attempted credits (including transfer credits) and is evaluated after the completion of each semester of enrollment. Academic standing standards differ by program of study. Please refer to the academic standing charts below for specific requirements.

Students who meet the following criteria are considered to be in good academic standing:

- Undergraduate students need a minimum GPA of 2.0.
- Accelerated Bachelor of Science in Nursing students need a minimum GPA of 3.0 and must earn grades of B/80 or higher in each course. In addition, students are only allowed to repeat one class during their time in the program. A single course failure in the first semester will **not** result in dismissal. However, if a student fails to meet the minimum grading

standard require in any two courses, whether it is in a single semester or different semesters, they will meet dismissal.

- Graduate students need a minimum GPA of 3.0.
- Doctor of Business Administration and Occupational Therapy Doctorate students need a minimum GPA of 3.0. In addition, students must earn grades of B- or higher in each course. No classes may be repeated.
- Doctor of Education students need a minimum GPA of 3.25 and students must earn grades of B- or higher in each course. No classes may be repeated.
- Combined bachelor/graduate program students need a minimum GPA of 3.0 in graduate-level coursework.
- M.A.T. students must keep a cumulative program GPA of 3.0 and cannot fail any class. There is only one semester of academic probation allowed within the program, and a minimum program GPA of 3.0 must be attained/maintained in order to enroll in student teaching coursework in the second year of the program.

According to the following standards, students who do not satisfy good academic standing requirements will be placed on academic probation or dismissed.

Academic Standing Standards: Undergraduate Day and Online Programs (including English as a Second Language)

First-Semester Students

Status at Start of Semester	Total Credit Hours Attempted	Cumulative GPA	Status after Semester Completion
Good Standing	0–higher	2.0–4.0	Good Standing
Good Standing	0–higher	0–1.99	Probation 1st Semester

Returning Students

Status at Start of Semester	Total Credit Hours Attempted	Cumulative GPA	Status after Semester Completion
Good Standing	0–higher	2.0–4.0	Good Standing
Good Standing	0–18	1.0–1.99	Probation 1st Semester
Good Standing	0–18	0–.99	Academic Dismissal
Good Standing	18.1–36	1.26–1.99	Probation 1st Semester
Good Standing	18.1–36	0–1.25	Academic Dismissal
Good Standing	36.1–higher	1.5–1.99	Probation 1st Semester
Good Standing	36.1–higher	0–1.49	Academic Dismissal
Probation 1st Semester	0–higher	2.0–4.0	Good Standing
Probation 1st Semester	0–18	1.0–1.99	Probation 2nd Semester
Probation 1st Semester	0–18	0–.99	Academic Dismissal
Probation 1st Semester	18.1–36	1.26–1.99	Probation 2nd Semester
Probation 1st Semester	18.1–36	0–1.25	Academic Dismissal
Probation 1st Semester	36.1–higher	1.5–1.99	Probation 2nd Semester
Probation 1st Semester	36.1–higher	0–1.49	Academic Dismissal
Probation 2nd Semester	0–higher	2.0–4.0	Good Standing
Probation 2nd Semester	0–higher	1.0–1.99	Academic Dismissal
Academic Warning	0–higher	2.0–4.0	Good Standing

Academic Warning	0–36	1.25–1.99	Probation 1st Semester
Academic Warning	0–36	0–1.24	Academic Dismissal
Academic Warning	36.1–54	1.5–1.99	Probation 1st Semester
Academic Warning	36.1–54	0–1.49	Academic Dismissal
Academic Warning	54.1–72	1.75–1.99	Probation 1st Semester
Academic Warning	54.1–72	0–1.74	Academic Dismissal
Academic Warning	72.1–higher	0–1.99	Academic Dismissal

Academic Standing Standards: Physician Assistant Studies

Status at Start of Semester	Total Credit Hours Attempted	Cumulative or Term GPA	Status after Semester Completion
Good Standing	0–higher	3.0–4.0	Good Standing
Good Standing	0–higher	2.0–2.99	Probation
Good Standing	0–higher	0–1.99	Academic Dismissal
Probation	0–higher	3.0–4.0	Good Standing
Probation	0–higher	0–2.99	Academic Dismissal
Academic Warning	0–higher	3.0–4.0	Good Standing
Academic Warning	0–higher	0–2.99	Academic Dismissal

Note: For course grades below C, students may be dismissed, decelerated to the next cohort, and/or delayed in graduation.

Academic Standing Standards: Graduate Programs (Combined bachelor/graduate program students must meet these standards for the graduate-level coursework for which they are enrolled.)

Status at Start of Semester	Total Credit Hours Attempted	Cumulative GPA	Status after Semester Completion
Good Standing	0–higher	3.0–4.0	Good Standing
Good Standing	0–higher	2.0–2.99	Probation 1st Semester
Good Standing	0–higher	0–1.99	Academic Dismissal
Probation 1st Semester	0–higher	3.0–4.0	Good Standing
Probation 1st Semester	0–higher	2.0–2.99	Probation 2nd Semester
Probation 1st Semester	0–higher	0–1.99	Academic Dismissal
Probation 2nd Semester	0–higher	3.0–4.0	Good Standing
Probation 2nd Semester	0–higher	0–2.99	Academic Dismissal
Academic Warning	0–higher	3.0–4.0	Good Standing
Academic Warning	0–higher	0–2.99	Academic Dismissal

Academic Standing Standards: Doctor of Business Administration Occupational Therapy Doctorate

Status at Start of Semester	Total Credit Hours Attempted	Cumulative GPA	Status after Semester Completion
Good Standing	0–higher	3.0–4.0	Good Standing
Good Standing	0–higher	0–2.99	Academic Dismissal

Note: Students will be dismissed if their GPA is less than 3.00, or when they earn a grade lower than B- in any course. No classes may be repeated.

Academic Standing Standards: Doctor of Education

Status at Start of Semester	Total Credit Hours Attempted	Cumulative GPA	Status after Semester Completion
Good Standing	0–higher	3.25–4.0	Good Standing
Good Standing	0–higher	0–3.24	Academic Dismissal

Note: Students will be dismissed if their GPA is less than 3.25, or when they earn less than a B- in any course. No classes may be repeated.

Academic Recovery

Academic Recovery is a collaborative process between the student and their assigned advisor/academic advisor to explore and address the circumstances that may have led to their probation status. Students not in good academic standing will not be able to register until they have met with their assigned academic advisor. At this meeting, the academic recovery plan will be reviewed. An academic agreement outlining the grades needed to return to good academic standing will also be developed and the schedule hold will be removed. Students are urged to make an appointment with their assigned academic advisor at the beginning of their probation semester.

Academic probation may affect a student's ability graduate. Graduate program students and Accelerated Master's Program students are allowed a maximum of two semesters on academic probation.

First-semester undergraduate students earning a cumulative GPA less than 1.0 are strongly encouraged to work with an academic success coach and attend tutoring in identified content areas.

Academic Dismissal and Appeal Process

Academically dismissed undergraduate and graduate students may no longer matriculate at the university for at least one semester and are expected to work on academic deficiencies. The summer is an optional semester and is not counted as a semester off. To return to the university, students must petition the Academic Appeals Committee, providing a letter of intent and documentation of academic improvement. The committee will also consider appeals that document mitigating circumstances. Students may only appeal dismissal once and the decision of the committee is final.

Undergraduate Student Requirements*

- Take one semester off from Johnson & Wales University.
- Take a minimum of two non-remedial classes at an accredited college or university within the same semester. Students must earn a minimum GPA of 2.50 and at a minimum, only one grade of C (70) in one class is permitted.
- All students should discuss this process and semester-specific deadlines with their assigned academic advisor.
- Submit their official transcript.
- Submit a written statement about the circumstances of the dismissal and their plan for academic success if approved to return to Johnson & Wales University.

*Students in programs with specialized policy will be subject to the appeals process as outlined in the program's handbook.

Graduate Student Requirements

- To return to the university, students may petition the Academic Appeals Committee after taking at least one semester off from Johnson & Wales University.

- Students should provide a letter of intent and documentation of academic improvement.
- All students should discuss this process and semester-specific deadlines with their assigned academic advisor.
- The Academic Appeals Committee meets once per semester to review all graduate-level appeals.

Doctoral Student Requirements

- To return to the university, students must petition the appropriate doctoral program director, through the written appeals process.
- Individuals who have been dismissed from a doctoral program for poor academic performance or progress may appeal the dismissal decision to the appropriate doctoral program director.
- A written appeal of academic dismissal must be submitted to the doctoral program director in writing no later than 30 days after the date of the notice of dismissal. The letter of appeal should include a) the basis for the appeal; b) a summary of discussions, if any, between the student and representatives of the student's program such as the student's major advisor and/or the student's doctoral program director; and c) outcome or remedy proposed by the student. The letter may include additional or new relevant information. The doctoral program director will communicate with the dean of the appropriate college by transmitting the student's letter of appeal.
- **Grounds:** The following are grounds for appeal: 1) incorrect calculation of grade point average; 2) misapplication of standards for academic performance and satisfactory progress by the appropriate college; 3) circumstances which had not been known which might be relevant to the dismissal.
- **Disposition:** The dean of the appropriate college may 1) act on the appeal, 2) appoint a designee to collect additional information for the dean, or 3) constitute a three-person ad hoc review committee from the college. The purpose of the ad hoc committee is to provide an opinion and recommendation to the dean regarding the appeal. The ad hoc committee will review all materials and communications related to the case. Additional information may be requested.
- The dean will inform the student and the doctoral program director in writing of the method of disposition of the appeal. If a dean's designee is appointed, the student and the doctoral program director will be informed of the name and contact information for the dean's designee.
- The dean's decision with respect to a student's appeal shall be final. The student and the doctoral program director will be informed in writing of the dean's decision.

Academic Warning

Students who are reinstated into the university will be placed on Academic Warning. These students risk permanent dismissal from the university if they are unable to meet academic standing guidelines. The warning designation is sometimes used to override academic standing decisions at the end of the semester due to mitigating circumstances.

These undergraduate students will be allowed to register for a maximum of 15 credits. In addition, these students may be required to attend academic success coaching and tutoring in identified content areas. Failure to complete these requirements may result in immediate dismissal.

Attendance

The purpose of the university's Attendance Policy is to help students develop a self-directed, professional attitude toward their studies during their university experience and to maximize their educational opportunities. While online courses do not require regular in-class attendance, students are expected to meet stated due dates as provided by the faculty member at the beginning of each course. Students confirm enrollment by submitting the first graded assignment in the initial two weeks of the course. If students do not complete this requirement they will be withdrawn without academic penalty from the course (i.e., as never attended) and, when appropriate, issued a tuition adjustment in accordance with the tuition and fees credit policy. Faculty will notify Student Academic Services of students who fail to complete their first assignment by the second Saturday of the course.

Students should not assume course or university withdrawal by not engaging in a course(s). It is the student's responsibility to notify Student Academic Services of any courses that they are no longer attending, as well as intent to leave the university. Discontinuing participation or notifying an instructor

does not constitute an official course or university withdrawal. Lack of engagement may have a significant negative impact on the student's grade in the course at the discretion of the instructor.

Add/Drop Policy

Add/drop is defined as adding and dropping any number of courses, but maintaining enrollment in a semester. Students may add an online course by the first Saturday of the course session. Students may drop an online course by the second Saturday of the course session. An official add or drop must be completed via jwuLink, with the student's assigned online academic advisor.

Whenever students participate in add/drop, their financial aid and account charges may be adjusted. Students are encouraged to contact their assigned online academic advisor or consult Student Academic Services to review the potential impact, especially if their enrollment status changes to or from part-time/full-time.

When students drop a course during this time, the course is removed entirely from the student's schedule (there is no record of the course on the academic transcript), and if the course becomes closed it may not be added back to their schedule. Most importantly, students are strongly advised to stay on track and maintain their graduation date, especially to avoid incurring unnecessary financial debt. Learn more about repaying loans (i.e., start dates, repayment options, avoiding default) and review debt management resources online.

Class Schedules

The course schedule is published before registration begins for each semester. The course schedule includes course capacity, course prerequisites and additional information for courses meeting the search criteria.

Please note that students enrolled in online courses at the university will be required to participate in online discussion forums, and that student-to-student collaborations and/or student presentations with other students may also be required as part of course requirements.

Curriculum Modifications

In an effort to improve and modify curricula, university administration may modify course requirements and programs of study. These changes in curricula are not always reflected in the current university catalog.

At the discretion of the deans or department chairs, the university will implement the revised curricula when deemed appropriate and notify students of the change via their JWU email account. A student's degree audit will reflect these changes. Students should contact their dean and/or department chairperson with any questions about curriculum modifications.

Teachout Policy

In the event of program discontinuation, the university will make every effort to teach out currently enrolled students and to discontinue admission of students to the program once the decision is made to terminate the program. The university will ensure that those students already enrolled in the program are able to complete the program in a timely fashion, with minimal disruption, and with faculty who have the appropriate credentials and experience. Students will be notified of potential program discontinuation considerations and the time frame for phasing out programs, so that students and the university can seek acceptable solutions for the protection of enrolled students.

Before terminating a degree program, every reasonable effort will be made to allow students to complete their degrees. Transfers to comparable programs at external institutions will be considered and facilitated, if mutually acceptable to the student and the receiving institution. Students will be provided advising assistance with respect to their academic program options.

Enrollment Verification

For the purposes of financial aid and verification of enrollment, a student is considered enrolled in semester courses by the census date if they are in attendance by the end of the add/drop period: for College of Food Innovation & Technology (laboratory courses) by Thursday of week 1 and for all academic courses by Thursday of week 2. For online courses, a student is considered enrolled by the census date if they complete the first stated assignment or activity by the due date.

If students do not meet these criteria, they will be withdrawn without academic penalty from the course (i.e., as never attended) and, when appropriate, issued a tuition adjustment in accordance with the Tuition and Fees Credit Policy.

Johnson & Wales University has authorized the National Student Clearinghouse (NSC) to act as our agent for providing enrollment verification for insurance purposes, student loans, future employment, military IDs and all other services that require proof of being enrolled at the university. The enrollment certificate will provide details on whether a student is enrolled full time, half time or less than half time for the current semester or for a total enrollment history at the university. This service is offered at no cost to students and is accessible 24 hours per day, seven days per week, including holidays, for immediate assistance. This verification provides enrollment status only. It does not provide information on specific courses taken or grades received; courses and grades are indicated on a university transcript (p. 58).

Students may print their own enrollment certificates conveniently and easily via jwuLink beginning the 10th day of each semester. Each certification that the National Student Clearinghouse supplies is an official university document. Please note that enrollment can only be verified for the actual term in which a student is registered. Verification of future enrollment or class registration cannot be issued until actual registration occurs and the National Student Clearinghouse is notified of student registration. Enrollment data is reported to NSC approximately every 45 days.

The university began submitting data to the National Student Clearinghouse in September 1999.

How to Obtain an Enrollment Certificate

1. Go to jwuLink and scroll to Pages.
2. Locate Student Account.
3. Locate Enrollment Certificate. You will be directed to the National Student Clearinghouse site where you are able to perform the following functions:
 - Print a certificate of enrollment to be forwarded to health insurer, housing provider, credit issuer, or other student services provider. (An **official** Certification of Enrollment will be available from the Clearinghouse on approximately the **10th** class day of the semester.)
 - View the enrollment information on file with National Student Clearinghouse.
 - View the student loan deferment notifications that the Clearinghouse has provided to loan holders (lenders and guarantors).
 - View the proof(s) of enrollment that the Clearinghouse has provided to health insurers and other providers of student services or products.

Loan Deferment

Loan Deferment

Student enrollment is reported automatically to the National Student Clearinghouse for loan deferment purposes. Most lenders, guarantors, and loan servicers provide paperless deferments based on enrollment data reported to them by NSC. If contacting a lender about a deferment, direct them to the National Student Clearinghouse website for this information.

You can review the deferment forms and electronic notifications that have been sent to your loan holders through NSC:

- Login to jwuLink.
- Click the Student Account tab, select "Enrollment Certificate," and then click "Get an Enrollment Certificate."
- Select the "Student Loan Deferment Notifications" link.

If you are still in school and receive a repayment letter, you should contact the loan holder or servicer to verify that the deferment has been processed.

Direct the loan holders to verify enrollment through the National Student Clearinghouse. The LoanLocator feature will list who your lenders are and how to contact them.

Please note: it can take up to two weeks after the term begins before the loan companies receive confirmation of enrollment.

Contact Student Academic Services (sas.pvd@jwu.edu) for assistance.

Third Parties

Third Parties

Johnson & Wales University has authorized the National Student Clearinghouse to act as its agent for all verification requests from third parties. All insurers, lenders, employers and others who need to verify enrollment and/or degrees of Johnson & Wales University students must use the National Student Clearinghouse services. This information is available 24 hours a day, 7 days a week, 365 days a year. The Johnson & Wales University National Student Clearinghouse Enrollment Verification code is 003404.

- Enrollment verifications are not available for students who have requested that their directory information not be released.
- Verifications do not include student ID, Social Security number, specific course information, or grades.
- The enrollment verification reports all completed or in progress degree programs at Johnson & Wales University. Other academic program notations including minors, options, certificates and non-credit programs are reported on the student's official academic transcript.

To obtain information, please choose a link below to access the information needed:

[Degree Verification for Third Party Agencies](#)

[Enrollment Verification for Third Party Agencies](#)

If you have questions or need assistance, please contact the National Student Clearinghouse at:

National Student Clearinghouse
2300 Dulles Station Blvd, Ste 300
Hendon, VA 20171
Tel: 703-742-4200
Fax: 703-742-4239

www.studentclearinghouse.org

Grade Appeals

Final grades are generally not appealable. In the case of clerical or mathematical error in the calculation or recording of a grade, students have one calendar year from the semester-end date within which they may appeal an official grade. This appeal must be addressed to the faculty member in writing. Approved grade changes are only viewable on academic transcripts or degree audits.

Students should refer to Complaints and Grievances for a complaint about a matter related to the student's grade, class assignment, or issue of a similar nature.

Grade Point Average

Formula

The formula for calculating the GPA is as follows:

1. $GPA = \text{Total Quality Points} / \text{Total GPA Hours}$
2. $GPA \text{ Hours} = \text{Course's Grade Quality Point Value} \times \text{Course's Credit Hours}$
(Note: GPA calculation does not use all grades.)

The GPA is truncated (not rounded) after two decimal places (a GPA calculation of 3.156 would be evaluated as 3.15).

See Grading System (p. 46) for a list of Grade Quality Point Values.

Repeated Courses

When the appropriate course is available, the course may be repeated to earn a better grade. In order for a repeated course to apply to a student's degree, the course must be repeated prior to their last semester of enrollment. Students who have met the degree requirements for their program of study but chose to repeat a course in a subsequent semester will automatically be enrolled as an extension student in the subsequent semester and will be ineligible for financial aid.

Upon successful completion of the course at a later date, the cumulative grade point average (GPA) is adjusted to reflect the highest grade earned.* However, each grade earned will appear on the academic transcript and count toward attempted credits. Students are required to pay any applicable tuition charges for all repeated coursework. Students are eligible for financial aid for only one repetition of a previously passed course.**

- * A W grade issued prior to June 2017 will still be included in the student's GPA after the same course is successfully completed.
- ** When a student has repeated a course previously applied to an awarded degree, each grade earned will be included in the cumulative point average.

The above policy is not applicable to English as a Second Language (ESL) courses.

Grade Reports

A student must be officially registered in a course for a final grade to be issued. Students are notified via their JWU email account when final grades are available in jwuLink (generally by the Thursday after final exam week). While grades may appear in ulearn or on the degree audit, they are not yet official and grade point averages (GPAs), academic standing and course repeats may not yet be processed. Grades are considered official and final only when listed on the academic transcript.

If a student believes that a grade was reported incorrectly, they should consult with the instructor of the course after final grades are issued. More information can be found in Grade Appeals (p. 46).

The university does not mail grade reports.

Grading System

Definition of Credit Hour

As of July 1, 2011, federal law (Title 34, Code of Federal Regulations, sections 600.2 and 600.4) requires all accredited institutions to comply with the federal definition of the credit hour. Accordingly, for all Johnson & Wales University degree programs and courses bearing academic credit, the "credit hour" is defined as "the amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates not less than:

1. one hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately 15 weeks for one semester or the equivalent amount of work over a different amount of time; or
2. at least an equivalent amount of work as required in paragraph (1) of this definition for other academic activities as established by the institution, including laboratory work, internships, practice, studio work, and other academic work leading to the award of credit hours."

A credit hour is assumed to be a 50-minute period. In courses in which "seat time" does not apply, a credit hour may be measured by an equivalent amount of work, as demonstrated by student achievement.

Please see the appropriate section to review the respective grading system.

Undergraduate

Undergraduate Grading System

The grading system is as follows:

Grade Range	Letter Grade	Quality Points
95-100	A+	4.00
90-94	A	4.00
85-89	B+	3.50
80-84	B	3.00
75-79	C+	2.50
70-74	C	2.00
65-69	D+	1.50
60-64	D	1.00
0-59	F	0.00
Audit	AU	
Challenge Exam Credit	CX	
Grade Pending	GP	
Incomplete	I	
No Credit	NC	
No Grade	NG	
Pass	P	

Prior Learning Assessment	PL
Satisfactory	S
Unsatisfactory	U
Withdrawal	W

Note: Not all grades are used by all colleges.

Honors Option (H)

If a course was taken as an Honors Program requirement, the grade received will be followed by H (e.g., AH, BH).

Failure (F)

A grade of F is issued if a student fails to achieve adequate scholastic progress. The grade is recorded permanently on the student's academic record. Upon successful completion of the course at a later date, the semester and cumulative grade point averages are adjusted to reflect only the passing grade. However, both grades will appear on the academic transcript.

Audit (AU)

A grade of AU is issued when no academic credit is granted. This grade does not count in attempted and earned hours and is not calculated into the semester and cumulative grade point averages.

Challenge Exam (CX)

A grade of CX is granted for specifically designated courses upon successful completion of department challenge exams. This grade is not calculated into the semester and cumulative grade point averages.

Grade Pending (GP)

This is a temporary mark given when the completion of course requirements is still underway. A GP is not calculated into the semester and cumulative grade point averages and is generally used under extreme, extenuating circumstances. Students who do not satisfy the instructor's requirements for the completion of outstanding work will not have a grade change submitted and the grade will automatically be updated to an F.

Incomplete (I)

A grade of I is issued to students if they are unable to complete course requirements because of authorized absences. Outstanding work must be completed within five weeks of the final exam class day or the grade will automatically become an F and be included in the semester and cumulative grade point averages. For classes graded S/U (Satisfactory/Unsatisfactory), an Incomplete (I) will change to a U.

No Credit (NC)

This is a non-punitive designation issued to a student who has been authorized to withdraw from class, or the university, due to extenuating circumstances. This grade is not calculated into the semester and cumulative grade point averages.

No Grade (NG)

A grade of NG is issued temporarily when there is no grade provided by the faculty member. This grade is not factored into the student's GPA. Once a grade is submitted, the cumulative average and transcript will reflect only the new grade. If a grade is not submitted to replace the NG within one year, it will automatically become an F and the grade will be included in the semester and cumulative grade point averages.

Pass (P)

In courses taken on a pass/fail basis, a pass letter grade is issued when a student has achieved the equivalent to a 60% or higher (standard letter grade of D). This grade is not calculated into the semester and cumulative grade point average.

Prior Learning (PL)

Students may earn credit for the knowledge or skills they have mastered outside the classroom through volunteer work, employment, travel, professional training and seminars, or other comparable sources. This grade is not calculated into the semester and cumulative grade point averages.

Satisfactory (S)

A grade of S is used for designated courses throughout the university. This grade is not calculated into the semester and cumulative grade point averages.

Unsatisfactory (U)

A grade of U is used for designated courses throughout the university. These grades are not calculated into the semester and cumulative grade point averages.

Withdrawal (W)

To record attempted credits, a grade of W is recorded when a student withdraws from a registered course after its add/drop period has ended or is withdrawn from a culinary/baking & pastry laboratory course or a course with an experiential education component due to excessive absences. This grade is not calculated into the semester and cumulative grade point averages.

These grades will be counted as attempted but not earned credits for the purposes of determining satisfactory academic progress.

Graduate

Graduate Grading System

The grading system is as follows:

Grade Range	Letter Grade	Quality Points
97–100	A+	4.00
93–96	A	4.00
90–92	A-	3.70
87–89	B+	3.30
83–86	B	3.00
80–82	B-	2.70
77–79	C+	2.30
73–76	C	2.00
70–72	C-	1.70
0–69	F	0.00
Audit	AU	
Grade Pending	GP	
Incomplete	I	
No Credit	NC	
No Grade	NG	
Satisfactory	S	
Unsatisfactory	U	
Withdrawal	W	

Note: Not all grades are used by all colleges.

Any courses taken at the undergraduate level to satisfy foundation requirements follow the undergraduate grading system and will not be counted in the graduate-level grade point average (GPA).

Failure (F)

A grade of F is issued if a student fails to achieve adequate scholastic progress. The grade is recorded permanently on the student's academic record. Upon successful completion of the course at a later date, the semester and cumulative grade point averages are adjusted to reflect only the passing grade. However, both grades will appear on the academic transcript.

Audit (AU)

A grade of AU is issued when no academic credit is granted. This grade does not count in attempted and earned hours and is not calculated into the semester and cumulative grade point averages.

Grade Pending (GP)

This is a temporary mark given when the completion of course requirements is still underway. A GP is not calculated into the semester and cumulative grade point averages and is generally used under extreme, extenuating circumstances. Students who do not satisfy the instructor's requirements for the completion of outstanding work will not have a grade change submitted and the grade will automatically be updated to an F.

Incomplete (I)

A grade of I is issued to students if they are unable to complete course requirements because of authorized absences. Outstanding work must be completed within five weeks of the final exam class day or the grade will automatically become an F and will be included in the semester and

cumulative grade point averages. For classes graded S/U (Satisfactory/Unsatisfactory), an I will change to a U.

No Credit (NC)

This is a non-punitive designation issued to a student who has been authorized to withdraw from class, or the university, due to extenuating circumstances. This grade is not calculated into the semester and cumulative grade point averages.

No Grade (NG)

A grade of NG is issued temporarily when there is no grade provided by the faculty member. This grade is not factored into the student's GPA. Once a grade is submitted, the cumulative average and transcript will reflect only the new grade. If a grade is not submitted to replace the NG within one year, it will automatically become an F and the grade will be included in the semester and cumulative grade point average.

Satisfactory (S)

A grade of S is used for designated courses throughout the university. These grades are not calculated into the semester and cumulative grade point averages.

Unsatisfactory (U)

A grade of U is used for designated courses throughout the university. These grades are not calculated into the semester and cumulative grade point averages.

Withdrawal (W)

To record attempted credits, a grade of W is recorded when a student withdraws from a registered course after its add/drop period has ended or is withdrawn from a culinary/baking & pastry laboratory course or a course with an experiential education component due to excessive absences. This grade is not calculated into the semester and cumulative grade point averages.

These grades will be counted as attempted but not earned credits for the purposes of determining satisfactory academic progress.

Graduate Studies Prerequisites

Prerequisite courses are undergraduate classes required for students who need to prepare for graduate study. Course descriptions for undergraduate prerequisite courses are listed in the university catalog.

Foundation courses are graduate-level courses that may be required of some students whose previous academic background does not reflect the course content described. Foundation courses with grades below a C will need to be repeated. The academic standards for students in foundation courses are the same as the standards for other courses in the student's graduate program.

Students should refer to Testing Services regarding policies and procedures for satisfying prerequisite and foundation requirements through testing options. These options may not be exercised after the first semester of enrollment in a graduate program. Contact Graduate Admissions within the College of Professional Studies (gradpvd@admissions.jwu.edu) for more information on prerequisite and foundation courses.

Graduation Requirements

Please see the appropriate section for information regarding graduation requirements.

Graduation Review

Students are reviewed for graduation when they have completed all requirements in their program of study. Graduation is not recorded until after the semester has ended, grades have been received, and the degree audit of each expected graduate has been reviewed. Confirmation of graduation will occur approximately 30 days after final semester grades have been submitted. Students who have met the degree requirements for their program of study but continue to enroll in courses in a subsequent semester will automatically be enrolled as an extension student in the subsequent semester and will be ineligible for financial aid.

Rules to Determine Catalog Year for Graduation

- The catalog in effect for the semester a student is admitted to the university for their program of study is assigned as the student's "catalog

year." Students will follow the program requirements specified in their catalog year to progress toward graduation.

- Students who are continuously enrolled will maintain their catalog year. Students with a break in enrollment of more than one year will follow the catalog in effect at the time of readmittance, in accordance with the Readmittance Policy (p. 49). When a student changes their major, they will follow the new catalog in effect for the term the change is effective.
- When the university discontinues a program, students who are currently enrolled in the program will be allowed a specified amount of time to complete the requirements as long as continuous enrollment is maintained. Additional students may not declare a program that has been discontinued.

Graduation Application

Each student is required to submit an online graduation application in jwuLink for each expected degree (i.e., associate, bachelor's, master's, doctoral) at least one semester prior to completion. This application ensures that 1) students are reviewed for degree completion at the end of the correct semester, 2) students' names are printed correctly on their diploma and 3) students receive their diploma at the correct address. Please note the following:

- Failure to submit an application may result in delayed graduation.
- The graduation application is not an application for commencement participation. It informs the university of a student's intent and expected time frame to complete their specified degree. It also designates the student's diploma information.
- Graduation application submission does not imply degree completion.
- Before submitting an application, students should refer to their degree audit to review program requirements and confirm their expected degree completion semester.
- Students completing a certificate program must complete a graduation application, but are reminded that, as non-degree recipients, they are not eligible to participate in commencement.
- In the event that degree requirements are not met in the application term, students are required to submit a new graduation application for the semester in which they expect to complete the outstanding requirements. Failure to submit a new application may result in delayed graduation.
- When a graduation application has not been submitted, the student's name will be printed on the diploma as listed in university records, and the permanent home address on file will be used for diploma mailing.

Additional Graduation Obligations

In addition to submitting a graduation application, students must complete exit counseling online and attend an exit counseling session with Student Financial Services during the last semester of enrollment. Completion of these steps does not imply degree completion or attendance at graduation ceremonies; refer to Commencement for information on the ceremonies.

Undergraduate

Undergraduate Degree Candidates

Graduation requires successful completion of a prescribed sequence of study and a minimum 2.00 grade point average. Students with a cumulative GPA below 2.00 will not be in compliance with the criteria for good academic standing and may be subject to academic dismissal. Furthermore, as required by their program, all students must successfully complete any and all requirements as indicated on their degree audit.

All associate-level degrees require the completion of a minimum of 60 semester credits. All bachelor's-level degrees require the completion of a minimum of 120 semester credits. While most programs have variations that require slightly more semester credits for completion, no program requires fewer than the 60/120 semester credit minimum.

Eligible **undergraduate** degree candidates receive cum laude, magna cum laude and summa cum laude recognition based on their graduating overall grade point average. Students with the designated graduating GPA are eligible to receive honors as follows: cum laude, 3.50–3.69; magna cum laude, 3.70–3.89; and summa cum laude, 3.90–4.00.

For publication purposes in the commencement program, the honors status of students completing remaining course requirements in or following the spring semester is determined by the cumulative GPA at the **end of the fall**

semester of the previous year. A student's final GPA will be used to record graduating honors, as applicable on the student's diploma and academic transcript.

Please see Grade Point Average (p. 46) for information regarding the formula for calculating GPA.

Graduate

Graduate Degree Candidates

Graduation is not recorded until after the semester has ended, grades have been received and the degree audit of each expected graduate has been reviewed. Confirmation of graduation will occur approximately 30 days after final semester grades have been submitted.

Upon verification, the degree or certificate is awarded and noted in the student information system so that it displays on official JWU transcripts. Diplomas are ordered and mailed after the degree or certificate verification process is complete.

Graduation requires successful completion of a prescribed sequence of study and a minimum grade point average of 3.00 (3.25 for Ed.D. candidates). Students with a cumulative GPA below 3.00 (3.25 for Ed.D. candidates) will not be in compliance with the criteria for good academic standing and may be subject to academic dismissal. In addition, DBA, DPT, Ed.D. and OTD students must not receive a grade lower than B- in any course.

All master-level degrees require the completion of a minimum of 30 semester credits. While most programs have variations that require slightly more credits for completion, no program requires fewer than the 30 semester credit minimum.

For program-specific requirements, please refer to the program page.

Honor Code

As honor is the foundation of the pursuit of knowledge, a Johnson & Wales student will commit to acting with honor in all aspects of campus life. This commitment to honor is demonstrated through intellectual curiosity, community awareness and strong citizenship, and leads to excellence. This promise includes acting with integrity with original academic work; fostering an environment rich with civil debate and discourse; celebrating the rich, diverse student body; upholding ethical and professional standards; engaging in all aspects of the university community; and behaving in a responsible and respectful manner in and out of the classroom. A Johnson & Wales student recognizes that they are bound to this community and promises to assist others in upholding these same high standards. It is with pride that a student commits to this code.

Outcomes Assessment

University Outcomes

Professional Competence

Graduates will demonstrate the knowledge and skills required to succeed in their chosen profession.

Foundation for Lifelong Learning

Graduates will demonstrate the knowledge and skills necessary for lifelong learning, including competence in communication, critical and creative thinking, quantitative and scientific reasoning, and the ability to evaluate, integrate and apply knowledge from multiple perspectives when making decisions and solving problems.

Global and Community Citizenship

Graduates will demonstrate the necessary skills, including an awareness of ethical responsibility and cultural/global diversity, to live and work collaboratively as contributing members of society.

JWU is committed to outcomes assessment. Faculty and students are therefore part of an ongoing effort to determine and refine the effectiveness of instruction and learning. Names of individual students will not be used when reporting results.

Plagiarism/Turnitin

Students agree that by taking courses at JWU, required assignments may be subject to submission to Turnitin for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin reference database solely for the purpose of detecting plagiarism of such

papers. Use of the Turnitin service is subject to the Usage Policy posted on Turnitin.com.

Readmittance Policy

If a student has previously attended the university, a Readmittance Application is only required if the student's absence from the university is more than three consecutive semesters (including summer).

Readmittance Applications will be processed during the following dates.

Deadlines to submit by semester may be found on the appropriate Readmittance Application Form and are as listed here:

Please note that online programs accepts applications beyond these deadlines for students admitting for the second session of each semester.

- Summer Semester: Applications will be reviewed and processed starting February 1 with a deadline for submission of April 1
- Fall Semester: Applications will be reviewed and processed starting March 1 with a deadline for submission of August 1
- Spring Semester: Applications will be reviewed and processed starting September 23 with a deadline for submission of December 1

Once the university receives the application, the student will be sent an email to the email address provided on the form requesting acknowledgement of their readmit intentions. Students must reply with their confirmation within 30 days or by the deadline listed above (whichever comes first). Failure to do so will result in the application being voided.

Students approved for readmittance will be assessed the current tuition rate and are responsible for any changes to their program of study that may have occurred during their period of absence. **If the break in enrollment exceeds one year, the student's program of study will follow the requirements listed in the current year catalog.** A review of previously awarded transfer credit will also be conducted and may be adjusted. Students are responsible for reviewing additional readmittance criteria (p. 50).

Readmission of Service Members

The university complies with Readmission Requirements for Service Members as outlined in the Higher Education Opportunity Act (HEOA). The HEOA provides that an institution may not deny readmission to a service member of the uniformed services for reasons relating to that service. In addition, a student who is readmitted under this section must be readmitted with the same academic status the student had when they last attended the institution. Academic status is defined by a student's grade level and whether or not the student was in a degree/certificate or non-degree/certificate program at the time of separation.

A returning service member will be permitted to re-enroll in the next class(es) scheduled in the same academic program, unless the student requests a later date of re-enrollment or agrees to a different program. The student will be readmitted into the same academic program the student was enrolled in prior to the military service obligation. If the exact program no longer exists, the student must be admitted to the program that is most similar, unless the student requests or agrees to admission to a different program. Returning service members will be re-enrolled with the same enrollment status, number of completed credit hours and academic standing as the last academic year of attendance.

If the university determines that a returning service member is not prepared to resume the program or is unable to complete the program, the university must make reasonable efforts to enable the student to resume or complete the program at no additional cost to the student. If such efforts are unsuccessful or place an undue hardship on the university, the university is not required to readmit the student.

In accordance with federal regulations, service members who receive a dishonorable or bad conduct discharge from the Armed Forces (including the National Guard and Reserves) are not eligible for readmission under this policy. However, service members who receive dishonorable or bad conduct discharge may remain eligible for readmission even though they will not be entitled to the benefits outlined in this policy.

The returning student may be required to provide supporting documentation.

The Readmittance Application Forms for On-campus and Online students can be found on the Student Academic Services forms website.

This policy applies to service in the uniformed services, whether voluntary or involuntary, on active duty in the Armed Forces, including service as a member of the National Guard or Reserve, for a period of more than 30 days under a call or order to active duty of more than 30 days. The university will readmit such a student as long as the following conditions are met:

- The student gives advance notice (written or verbal) of the call to active duty or, upon seeking readmission, submits a written verification that such service was performed, requiring their absence.
- The absence from school for active duty does not exceed five years.
- The student submits a notification of intent to re-enroll within three years after the completion of service or within two years after recovery from an illness or injury incurred during the service.
- The separation from service was not dishonorable.

Tuition and Fees for Returning Service Members

A returning service member that meets the requirements listed above, must be charged the same tuition and fees in effect during the last academic year the student attended, unless veterans' education benefits or other service member education benefits will pay the amount in excess. For subsequent academic years, the returning student may not be charged tuition and fees in excess of what other students in the program are charged.

Additional Readmittance Criteria

- Any readmittance to the university is subject to the university's current admissions requirements.
- Students will not be readmitted into a program that has been discontinued.
- Students seeking readmittance after academic suspension/dismissal must include documentation in their request that indicates improvement in areas of deficiency. A decision will be determined by the Academic Appeals Committee. Please refer to the Academic Dismissal and Appeal Process.
- Readmittance after a university suspension must be done so in accordance with the process outlined by Community Standards and Conduct.
- Students requesting readmittance after attending another institution must meet residency requirements (p. 57). Students must submit an official college transcript to Student Academic Services within the first semester of their readmittance for the university to review transfer credit.
- International students must be cleared and approved by International Student Services Office.
- Students must have submitted verification of high school completion and/or bachelor's degree completion (as applicable) in order to be approved for readmittance.

To submit an application for readmittance, students must complete the Readmittance Application for on-Campus Programs or Online Program Readmittance Request form. The readmittance application should be submitted prior to the deadline for the requested semester.

Once the application is received; the student will be sent an e-mail to the e-mail address provided on the form to acknowledge and/or clarify their intentions to readmit. Students must reply with the information requested for the application to be processed. Please allow up to 10 business days for processing. If approved, the student will receive instructions regarding course registration, as well as the presence of any holds, which must be cleared prior to being permitted to participate in course registration.

Academic Information

This section of the handbook includes information on a variety of academic-related topics including course registration, the Grad Planning System (GPS), honors programs, internships, transfer policies and much more.

Apostilles

An apostille is a form of authentication issued by the Secretary of State that verifies the authenticity of the signatures on a document. A document that has been certified with an apostille seal is accepted for legal use in all nations that have signed the 1961 Hague Convention.

Johnson & Wales University is not authorized to grant an apostille seal. That authentication is obtained only through the Rhode Island Secretary of State's office. JWU can, however, assist by providing notarized copies of transcripts and/or diplomas for students seeking an apostille seal.

The Apostille Request form (82K PDF) should be included with all documents needing notarization and certification. Johnson & Wales will notarize and certify documents intended for the apostille at no charge and return them as requested. **Please note that all apostille requests must be sent to the Providence Campus, regardless of campus attended. Please allow up to 10 business days for processing.**

Please note:

- Photocopies or e-diplomas cannot be used for this process.
- Official transcripts must be submitted in their original sealed envelopes. If the transcript has been opened, it will be considered unofficial and a new copy will need to be ordered.
- Your apostille paperwork will be processed using the name printed on your diploma and/or official transcript. If your name has changed since graduating, a name change request must first be submitted with the necessary documentation.
- Johnson & Wales University does NOT obtain an apostille from the Secretary of State on a student's behalf.

Once you receive your document(s), they must be mailed to the Rhode Island Secretary of State's office for completion of the apostille. A check or money order (made out to "Rhode Island Secretary of State") for \$5.00 **per document** must be included with the apostille request. Additionally, include a cover letter that states:

"I am requesting this Apostille for this (document type) for the country of _____ (i.e., France). My mailing information is as follows:

Name

Address"

Document(s), payment, and cover letter should be mailed to

Division of Business Services
Office of the Secretary of State
148 West River Street
Providence, RI 02904

The Secretary of State's office processes requests in the date and order in which they are received. Please allow five business days (Monday–Friday) for processing. Mailed requests are returned via USPS First-Class Mail. Walk-in requests are available and do not require an appointment.

For more information, please refer to the Rhode Island Secretary of State's website.

Class

Student Class Level

The following criteria determine a student's class level based on credit hours earned:

Undergraduate

First-year	0 to 23.99 credits
Sophomore	24 to 56.99 credits
Junior	57 to 89.99 credits
Senior	90 credits and higher

Commencement

Commencement is the formal ceremony that is held to recognize and honor candidates for graduation. Commencement is the most significant academic event for students and the entire university community, as it is the culmination of years of hard work and personal and financial investment for students and families alike. These ceremonies celebrate the traditional observances that accompany one of the highest rewards of academic achievement.

Visit the Commencement website for information on Commencement ceremonies.

The Difference Between Graduation and Commencement

Commencement is not the same as graduation (p. 48).

Graduation refers to actually receiving a degree or certificate of completion once Johnson & Wales University has verified a student has met all degree or certificate requirements. Upon verification, the degree or certificate is awarded and noted in the student information system so that it displays on the student's official transcript. A student's graduation date will reflect the last day of the semester in which the student completes their requirements, unless completion falls outside of a student's enrollment semester, in which case the graduation date will reflect the effective date of completion. Diplomas (p. 53) are printed and mailed after the degree or certificate verification process is complete, approximately six-to-eight business weeks after the end of the semester. A diploma verifies the student's awarded degree and graduation date.

Commencement is a ceremony. It is an opportunity for students, families, friends and the JWU community to celebrate their academic accomplishments. Participation in Commencement does not mean that students have graduated, and they will not receive their diploma on that day. Students must satisfy all graduation requirements before officially graduating and receiving a diploma.

Commencement Ceremony Eligibility

For participation in the May 2025 Commencement ceremony and inclusion in the Commencement program, degree-seeking students must fall into one of the following categories:

- The student is awarded a degree in the fall 2024 semester.
- The student is enrolled in the spring 2025 semester and, as of March 14, 2025, has an expected degree completion semester of spring 2025, summer 2025 or fall 2025.
- A student enrolled in an accelerated bachelor's/master's program must have completed their undergraduate degree as of the previous fall 2024 semester and be formally considered a graduate student as of the spring 2025 semester in order to be eligible for Graduate Commencement in the spring.
- A doctoral student is only permitted to walk at graduation once all degree requirements are complete, or at the discretion of the appropriate program director.

Names of eligible Doctor of Business Administration (DBA), Doctor of Education (Ed.D.), Doctor of Physical Therapy (DPT) and Occupational Therapy (OTD) candidates are submitted by the appropriate program director. Doctoral students are only permitted to walk at graduation once all degree requirements are complete, or at the discretion of the appropriate program director.

Participation

To participate in the May commencement ceremony, students must visit the Commencement website to review campus specific requirements.

The Commencement Program

The Commencement program contains the names of students meeting eligibility criteria. For publication purposes, the honors status of students completing remaining course requirements in or following the spring semester is determined by the cumulative GPA at the **fall semester** of the previous year. A student's final GPA will be used to record graduating honors, as applicable on the student's diploma and academic transcript.

Names appearing in the commencement program will match the name submitted with the student's graduation application. Students who wish to have a preferred name listed in the commencement program instead must submit the Graduation Name in Use form by March 14, 2025.

Note: Names that are printed in the Commencement program should not be used as an indicator of degree completion. Students must satisfy all graduation requirements before officially graduating and receiving a diploma. Students should review their degree audit to ensure they have met all graduation requirements.

Students Enrolled in Online Programs

Students enrolled in online programs will be invited to participate in Commencement ceremonies at the Providence or Charlotte Campus. Students are encouraged to refer to the Commencement website for information on Commencement ceremonies. Doctoral candidates may only participate in the Providence Campus ceremony.

Course Cancellation Policy

The university reserves the right to cancel any course or section in which the number of students enrolled is deemed insufficient or for which an instructor cannot be secured. Students affected by course cancellations are notified via their JWU email account.

After the course cancellation deadline (as posted in jwuLink under course registration dates) it is the students' responsibility to monitor their JWU email for course cancellation information, as well as review and manage their course schedule. Students affected by course cancellations may adjust their course registration in jwuLink as long as there are no holds preventing registration on their account.

Course Registration

The following includes general policy information regarding registration for courses in the university's fully online programs. Students should also familiarize themselves with the Repeat of Courses Policy (p. 57) and Full-time Status (p. 54) requirements. Additional registration information and steps can be found by visiting Registration Information.

New online students attending their first semester of online courses are generally registered for courses by College of Professional Studies Student Services as a part of the enrollment process. These students are expected to register themselves for courses after the first semester of enrollment, although assistance with registration is always available through students' assigned online academic advisors.

Undergraduate students may not register for more than 15 credit hours per semester. Graduate students may not register for more than 12 credit hours per semester. Once accepted into a graduate program, students may not register for courses at the undergraduate level to satisfy graduate foundation requirements.

For programs where 8-week course session options exist, students may not register for more than two 8-week session courses in each of the two 8-week sessions in a 16-week semester (Session I and Session II). For example, a student may register for two 8-week courses in Session I (first 8-week session) and two 8-week courses in Session II (second 8-week session) of a semester, but could not register for three 8-week courses in Session I and one 8-week session in Session II in a semester. Additionally, students should register for all courses, including first and second 8-week session offerings, before the semester begins. Planning and registering courses early minimizes the risks of losing part or all of financial aid eligibility.

Furthermore, international students selecting 8-week course session options must register for a first 8-week session and a second 8-week session before the start of the semester so they can be registered into the Student and Exchange Visitor Program database (SEVIS). Failure to register for both the first and second 8-week session will result in their I-20 being terminated for failure to enroll.

To ensure that online courses are offered as scheduled, it is important that all online students register promptly after the date registration becomes available for the upcoming semester (see Registration Start Dates). Waiting to register until the last minute before a semester starts may cause the cancellation of some courses that students need due to inadequate enrollment in the courses. Please register early to ensure online courses run as scheduled.

Staying on-track and maintaining a graduation date is important, especially to help avoid incurring unnecessary financial debt. Not planning appropriately or withdrawing from any course (especially a prerequisite requirement) could result in extra time at the university, which results in additional charges and payments and potentially more student loans that students will need to repay.

Additionally, taking classes that don't meet degree requirements can/will cause graduation delays. Financial aid cannot be used to pay for classes that do not count toward degree requirements (i.e., an "unused" course). In the event students remain registered for an unused course during the semester, their net tuition expense could be higher, resulting in a balance on their invoice.

Note: Students who have met the degree requirements for their program of study but continue to enroll in courses in a subsequent semester will automatically be enrolled as extension students in the subsequent semester and will be ineligible for financial aid.

Internship

See Internship Programs (p. 54) for information regarding internship registration.

Auditing a Course

Students may choose to register for classes on an audit basis when space is available in the class (graduate, doctoral and online courses may not be audited). No credit or grade is earned for an audited course, but it will be recorded on the student's academic transcript with a grade marker of AU (Audit). Subsequently, an audited course cannot satisfy program requirements and does not have an impact on GPA calculation. The academic work required in an audit situation is at the discretion of the course's instructor.

Students who are auditing a class are not eligible to receive financial aid for that class.

Satisfactory academic progress (p. 24) may be impacted if the student is registered for a class as an audit but then subsequently withdraws from the audited class. If this change causes the student to complete less than the required pace completion, the student will fail to meet the pace standard. Audited classes do impact a student's maximum time frame as they are considered attempted hours.

Interested students must meet with their assigned academic advisor to complete a Course Audit Request Form. (Note: Prerequisite course requirements must be completed.)

Audited courses are subject to normal tuition fees, and must be registered by the end of the add/drop period.

Extension

Extension students (also called "non-degree" or "non-matriculating") are those who are not enrolled in a degree-earning program. These students register for courses on a space available basis.

If space is available, undergraduate students may register for a maximum of 18 credits and graduate students may register for a maximum of three graduate courses, excluding doctoral courses, without applying for degree status in an eligible program. Non-degree students attempting to satisfy prerequisite/certification requirements may be permitted to register additional credits/courses. Undergraduate students not meeting prerequisite requirements for a course should contact their assigned academic advisor to discuss waiving the prerequisite. Graduate students must obtain permission from the dean to enroll in a course that requires a prerequisite that the student has not completed.

Extension students are not eligible to receive federal, state or institutional financial aid and are subject to the Tuition and Fees policy. Students taking an undergraduate-level course will be charged the same rate as an undergraduate online course in the College of Professional Studies. Graduate-level courses will be charged graduate rates.

Students subsequently wishing to enroll in a degree program must apply through Admissions and will be subject to the university's current admissions requirements. If accepted into a degree program, the student will follow the curriculum specified in the catalog at the time they are accepted and are responsible for all courses prescribed in that program, regardless of previously waived prerequisites.

Online Courses

The university offers a number of 16-week online courses intended for undergraduate students at all JWU campuses. Undergraduate day program students are not permitted to enroll in eight-week online sections. Students may want to Tour an Online Classroom and review Frequently Asked Questions prior to registering for an online course. Students may not register for more than 9.0 semester credits in online courses in any given semester.

International Students

English as a Second Language (ESL)

- International students enrolled in the ESL program and reside in the United States on an I-20 are not eligible for online courses. International students who enroll in the ESL program through the College of Professional Studies are allowed to take online ESL courses as long as they reside outside of the United States (Providence Campus only).

Undergraduate

- Full-time status is four 3.0-semester-credit-hour courses each semester (i.e., 12 credits each semester).
- If you plan to take online classes, a minimum of nine credits of face-to-face (in person) instruction is required per semester to maintain your F-1 or J-1 status; you may take additional credits, above that, online to fulfill your full-time status.

Graduate

- Full-time status is three 3.0-semester-credit-hour courses per semester (i.e., 9 credits each semester).
- If you plan to take online classes, a minimum of six credits of face-to-face (in person) instruction is required per semester to maintain your F-1 or J-1 status; you may take additional credits, above that, online to fulfill your full-time status.
- You must have face-to-face (in person) instruction for the entire 16-week semester to maintain your F-1 or J-1 status.

Note: *If there is only one class remaining in your last semester, it may NOT be online.*

Courses Taken at Other Institutions

Enrolled undergraduate students require approval from Student Academic Services prior to registering to take courses at another institution. In order to obtain approval, students must contact their academic advisor in order to submit a request, as well as any additional documentation, if needed. The following requirements must be met:

- The student must have an overall grade point average above 2.0.
- The number of credits taken elsewhere while enrolled at JWU must not exceed 15 semester credits.
- The course(s) must be taken within one year of permission being granted.
- The course(s) must not be at a lower level than other higher-level courses previously completed in the same discipline.
- Introduction to college courses such as College Success, Freshman Seminar or Career Planning/Self-reflection courses are not suitable options.
- Approval will only be granted for courses that are applicable to the student's JWU program of study.
- Course credits from other institutions must equate to the number of credits in the equivalent course at JWU.
- Only grades of C or better (2.00 or equivalent) from an accredited institution may be accepted for transfer. Transfer credits are not calculated into the cumulative grade point average. Students must meet the university's residency requirements.
- Students are responsible for tuition and fees for approved course(s) at the other institution.
- Due to immigration implications, international students attempting their last class at another institution must meet with their international student adviser to better understand their options.

Accelerating the completion of program requirements may negatively impact future enrollment (i.e., part-time enrollment during a term in the next

academic year); students are strongly advised to review course projections and to plan accordingly.

Note: Any exceptions to criteria 1–4 will be made by a director in Student Academic Services, the Center for Academic & Career Excellence (ACE) or the College of Professional Studies (CPS), if the student is in an online program.

Once enrolled in a JWU graduate program, students may not take core or concentration courses elsewhere with the intent of transferring them into their JWU program, except when there are extenuating circumstances and permission is granted by the dean's office. Should a student be granted permission to take a course under these conditions, a grade of B or higher must be earned in order for the transfer credit to be awarded.

Diplomas

University diplomas display the student's legal name, graduation date and degree, along with the name and seal of the institution and the signatures of university officials. If the student has earned applicable honors (p. 54), this accomplishment is indicated. The diploma shows the title of the degree the student has earned (e.g., Bachelor of Arts, Bachelor of Science, Master of Business Administration, etc.); it does not include the student's major(s). A student's major, minor, specialization and/or concentration will appear on the academic transcript. (p. 58)

Diplomas will be issued provided all financial obligations with the university have been met (e.g., unreturned library materials or replacement fees, athletic gear not returned). Students may review holds in [jwuLink](#).

Generally, diplomas are issued six-to-eight weeks after degree completion. Only one diploma is issued per degree and will be mailed to the address the student indicates on the graduation application. Students will receive notification via email when their diploma has been shipped.

Students may check the status of their diploma order online. Students should log in using their last name and student ID.

Diploma sizes are as follows:

- Undergraduate diplomas are 8.5"x11".
- Graduate diplomas are 11"x14".
- Doctoral diplomas are 12"x15".

Online Diploma Services

Graduates may use the online diploma services provided by the vendor's website to

- Check the status of a diploma.
- Order and download an e-diploma. (Note: An e-diploma is a certified PDF copy of an issued diploma.)
- Order a replacement copy of a diploma.*
- Order a duplicate copy/copies of a diploma.*

Graduates must have their personal secure ID to place orders through the online diploma services. This secure ID is provided in the shipping confirmation email(s) sent to graduates when their diploma(s) ships. Note: The secure ID is not the same as the student ID number.

Graduates who do not have a secure ID must submit a Diploma Request through the online diploma services. Once the university verifies the graduate's identity and earned degree, an email containing the secure ID will be sent. Please allow up to **three business days** for processing the request. Please note that longer periods of time may be required during peak request periods and for records prior to 2000. Note: All graduates that completed a degree prior to May 2006 must submit a Diploma Request.

The original copy of a diploma is free of charge. Payments for e-diplomas and replacement/duplicate copies of diplomas are made directly to the vendor through the online diploma services. The cost of an e-diploma is \$5. The cost of a replacement diploma is \$15 for an undergraduate diploma and \$20 for a graduate diploma. Express shipping may also be arranged through the online diploma services. Addition to catalog page: **The shipping time for the diplomas is typically 2-3 weeks for orders within the United States and 4-6 weeks for international orders. If it is beyond sufficient time for delivery and the student has not received their diploma, they should reach out to the Graduation Team at grad.pvd@jwu.edu.**

*This service is not available for doctoral diplomas. Please contact Student Academic Services at grad.pvd@jwu.edu if a replacement or duplicate copy of

a doctoral diploma is needed. Payment for replacement/duplicate copies of doctoral diplomas will be made to JWU at a charge of \$40 each.

All shipping disputes must be addressed to the Michael Sutter Company.

Full-time Status

For the purposes of financial aid and verification of enrollment, a student is considered enrolled in semester courses by the census date if they are in attendance by the end of the add/drop period: for College of Food Innovation & Technology (laboratory courses) by Thursday of week 1 and for all academic courses by Thursday of week 2. For online courses, a student is considered enrolled by the census date if they complete the first stated assignment or activity by the due date.

If students do not meet these criteria, they will be withdrawn without academic penalty from the course (i.e., as never attended) and, when appropriate, issued a tuition adjustment in accordance with the Tuition and Fees Credit Policy.

Certification of full-, three-quarter-, half- or less-than-half-time enrollment status for loan deferment, medical insurance, etc. is based on hours of enrollment in a semester as of the census date. Listed below are the requirements that constitute full-time student status for official enrollment certification purposes and for financial assistance.

Status	Undergraduate	Graduate	Post Graduate
Full time	12 or more	9 or more	12 or more
Three-quarter time	9–11.99	N/A	N/A
Half time	6–8.99	4.5–8.99	6–11.99
Less-than-half time	0–5.99	0–4.49	0–5.99

Students should realize that in order to receive maximum financial aid they must maintain full-time status. Additionally, insurance companies and scholarship foundations frequently require students to maintain full-time status.

If a student who is receiving veteran's benefits or participating in athletics receives a grade of W or NC in a course, that course will not count toward full-time status.

Note: Undergraduate students must maintain a minimum of 6.0 credits each semester for purposes of financial aid, with the only exception being the Federal Pell Grant.

Grad Planning System (GPS)

Understanding Degree Requirements

As a member of the Johnson & Wales University student body, you are in a position to graduate with an impressive class of students. To reach that goal, you first need to be familiar with your degree requirements and how to complete them. To help guide you, JWU offers the Grad Planning System (GPS).

Honors

Johnson & Wales University offers many opportunities for high-level scholastic achievement. This section of the handbook contains information for students interested in an academically advanced curriculum (the Honors Program), an expedited academic program (SHARP) and academic recognition for high-performing students (Dean's List and Latin Honors).

Dean's List

Full-time **undergraduate** students who demonstrate academic excellence by achieving a term grade point average (GPA) of at least 3.50 while also earning a minimum of 12 or more GPA/credit hours receive dean's list commendation. Upon processing of approved grade changes, student records will be evaluated for dean's list eligibility. Dean's list notation will appear on the student's academic transcript. Dean's list notation will not appear on the diploma.

Dean's list is not calculated for students enrolled in English as a Second Language programs.

Latin Honors

Eligible **undergraduate** degree candidates receive cum laude, magna cum laude and summa cum laude recognition based on their graduating overall grade point average. Students with the designated graduating GPA are eligible to receive honors as follows: cum laude, 3.50–3.69; magna cum laude, 3.70–3.89; and summa cum laude, 3.90–4.00.

For publication purposes in the commencement program, the honors status of students completing remaining course requirements in or following the spring semester is determined by the cumulative GPA at the **end of the fall semester** of the previous year. A student's final GPA will be used to record graduating honors, as applicable on the student's diploma and academic transcript.

Please see Grade Point Average (p. 46) for information regarding the formula for calculating GPA.

Internship Programs

Internship opportunities are available in most online academic programs. Internship is designed to provide eligible students with practical work experience in their chosen field of study while earning academic credit. For details regarding specific program options and eligibility requirements, please refer to the current catalog. Online students should first consult with their assigned online academic advisor if considering an internship. Students will also need to contact Experiential Education & Career Services (internship.pvd@jwu.edu) for approval of the intended internship site and internship description prior to registering for internship.

Minors, Specializations and Certificates

Please see the appropriate undergraduate or graduate tab for information regarding minors, specializations and certificates.

Undergraduate

Undergraduate Minors, Specializations and Certificates: Definitions and Guidelines

A **minor** provides students the opportunity to explore a secondary area of inquiry independent of the academic major. A minor requires successful completion of at least 15 semester credits in a single prescribed area of study pursued concurrently with bachelor's degree requirements.

A **specialization** is an identified area within an undergraduate program that consists of a minimum of 15 semester credits pursued concurrently with bachelor's degree requirements. The specialization is a subset of the major, and credits earned toward a specialization are calculated in the required number of courses/credits for the earned major.

A **certificate** represents the pursuit of applied knowledge and/or skills in a specific field of study recognized by a profession. An undergraduate certificate is a non-degree program requiring at least 15 semester credits. A student who wishes to pursue a certificate program must apply through Admissions. If a certificate student enrolls later in a degree-bearing program, the applicable courses successfully completed for the certificate program may be applied to the requirements of the student's declared program.

A **micro-certificate** is a non-degree credential offered to non-degree students through JWU's College of Professional Studies (CPS) to provide targeted instruction for industry/field specific knowledge and/or skills. Undergraduate micro-certificates are normally comprised of 12 semester credits. Graduate micro-certificates are normally comprised of 9 semester credits. Previously earned academic credits cannot be applied to micro-certificate requirements. A student who wishes to pursue a micro-certificate must apply through CPS Admissions. If a micro-certificate student later enrolls in a degree-bearing program, the courses successfully completed for the micro-certificate may be applied to the requirements of the student's declared program.

Guidelines for Minors

- To earn a minor, a student must complete a minimum of 15 semester credits in a single prescribed area of study concurrently with his or her bachelor's degree requirements.
- A student may not pursue a major and a minor in the same field of study.
- A student may not create their own minor.
- Credits earned in major courses cannot be applied to the minor. Courses in the A&S Core Experience, Related Professional Studies and Business

Foundations may be applied to the minor. Please consult the catalog for specific course requirements for minors.

- A student who wants to declare a minor must submit a request form to Student Academic Services no later than the start of their senior year. Students are encouraged to declare a minor as early in their academic career as possible to allow for proper planning of registration.
- Courses offered through study abroad may apply.
- A maximum of 6.0 credit hours of transfer credit can be applied to the attainment of a minor.
- Credits earned or applied toward one minor will not be counted toward the requirements of another minor.
- Some minors may require completion of prerequisite courses that extend the minor beyond 15 semester credits. Advisors must caution students that pursuing a minor may extend the amount of time needed to complete a degree program.
- The successful completion of a minor will be recorded on the student's academic transcript when the degree is awarded. A minor will not be applied to a student's academic transcript after the degree has been awarded. No form of honors or grade point average will be issued for the minor.

Guidelines for Specializations

- To earn a specialization, a student must complete the requirements as prescribed within the program as part of the bachelor's degree requirements.
- A student may not pursue a specialization outside of their chosen program.
- Only one specialization can be earned within a program.
- A student may not create their own specialization.
- Credits earned towards the specialization cannot also be applied to a minor or other specialization. Please consult the catalog for specific course requirements for specialization.
- A student who wants to declare a specialization must submit a request form to Student Academic Services no later than the start of their senior year. Students are encouraged to declare a specialization as early in their academic career as possible to allow for proper planning of registration.
- A maximum of 6.0 credit hours of transfer credit can be applied to the attainment of a specialization.
- Credits earned or applied toward one specialization will not be counted toward the requirements of another specialization.
- The successful completion of a specialization will be recorded on the student's academic transcript when the degree is awarded. A specialization will not be applied to a student's academic transcript after the degree has been awarded. No form of honors or grade point average will be issued for the specialization.

Graduate

Graduate Concentrations and Certificate Programs: Definitions and Guidelines

A **concentration** is an area of study within a graduate degree program that consists of a minimum of 12 semester credits. The concentration is a subset of the major, and credits earned toward a concentration are calculated in the required number of courses/credits for the earned major.

A **certificate program** represents the pursuit of applied knowledge and/or skills in a specific field of study recognized by a profession. A graduate certificate is a non-degree program requiring at least 12 semester credits.

Embedded certificates will be awarded only in certain areas where the credential would be recognized by a profession.

A **micro-certificate** is a non-degree credential offered to non-degree students through JWU's College of Professional Studies (CPS) to provide targeted instruction for industry/field specific knowledge and/or skills. Undergraduate micro-certificates are normally comprised of 12 semester credits. Graduate micro-certificates are normally comprised of 9 semester credits. Previously earned academic credits cannot be applied to micro-certificate requirements. A student who wishes to pursue a micro-certificate must apply through CPS Admissions. If a micro-certificate student later enrolls in a degree-bearing program, the courses successfully completed for the micro-certificate may be applied to the requirements of the student's declared program.

Guidelines for Graduate Certificates

- An external student who wishes to pursue a graduate certificate program must apply through JWU Admissions. If a certificate student enrolls later in a degree-bearing program, the courses successfully completed for the certificate program may be applied to the course requirements of the student's declared program.
- A maximum of 3.0 semester hours of transfer credit can be applied to the attainment of a graduate certificate.
- The certificate will be awarded after the necessary courses have been successfully completed. Completion of a certificate will be recorded on the student's academic transcript.

Placement Testing

Placement testing is used mainly to place students into appropriate course levels and determine students' course schedule.

Although it is critical that students do their best, placement test results do not affect the student's admission to the university. See the appropriate section to review specific placement testing requirements.

Academic Support and Disability Accommodations

Students with a documented disability requiring accommodations must forward the appropriate documentation to the Accessibility Services on their campus at least two weeks prior to scheduling a placement test in order to ensure that accommodations can be provided. No accommodations will be allowed unless the required documentation is submitted prior to testing. Students who have already participated in placement testing and submit appropriate documentation will have the opportunity to retest with the accommodations in place.

Mathematics and English

Mathematics and English placement tests are required for all new undergraduate students, including transfer students, prior to orientation or attending classes. Transfer students may be exempt from mathematics placement testing only if Johnson & Wales University has awarded them transfer credit for degree-specific, first-level mathematics courses. Students seeking an additional bachelor's degree may also be exempt from math and/or English testing.

The university administers Next Generation ACCUPLACER mathematics and English placement tests to assess students' skills in these areas. The mathematics tests, Quantitative Reasoning, Algebra, and Statistics and Advanced Algebra and Functions, are designed to evaluate skills in relation to those required for college math courses. English placement testing, Writeplacer, is an essay writing test which evaluates writing skills. The ACCUPLACER exams are computer-based tests (CBT) developed by College Board.

All of these tests will result in placement into a course rather than in grades of Pass or Fail.

After acceptance and payment of the reservation fee, students will be emailed instructions for completing the required mathematics and English placement testing online with a virtual proctor. Virtual proctoring allows students to take placement tests online in a quiet and distraction-free location, such as home. Online testing appointments are available seven days a week, 24 hours a day, and require no software installs. All that is needed is a simple webcam, access to the internet and a voucher code that will be provided by the university. There is no charge for virtual proctoring or for the ACCUPLACER assessment. Assessment scores and placement will be displayed on the screen immediately upon submitting the ACCUPLACER. Once the assessment scores are recorded, students will be notified and provided with contact information to where they can address their questions should they wish to discuss their placement and course registration prior to their first term of enrollment.

One placement exam retake will be allowed 30 days after the initial test and no later than the start of the first semester of enrollment. Students requesting to retake their exam may do so by contacting Student Academic Services.

Visit Testing Services for additional information.

Modern Languages

All undergraduate students who studied a language for more than one year in high school are required to take a placement exam prior to registering for a course in the respective language. Modern language placement exams are required for Spanish, French and German.

Modern language placement exams are computer-based ACCUPLACER tests administered by a virtual proctor. Testing vouchers are issued by Transfer & Testing upon request. Students whose placement score indicates they have met a particular level of language proficiency will not be allowed to enroll in that level of the language. Students placing out of a required level of a language will be given the option to take the CLEP exam to earn the language credits (fees apply), or to have the language credits replaced with an arts and sciences elective course.

For additional information, visit Testing Services.

English as a Second Language (ESL)

Students admitted into the ESL Program are required to submit Duolingo English Test scores or complete the Levels of English Proficiency (LOEP) test to assess their English-language proficiency. This test includes three sections: reading, language usage and sentence meaning. LOEP tests are scheduled at the beginning of each semester and administered via the ACCUPLACER computer-based placement testing system.

Results of the Duolingo English Test or LOEP placement test will determine whether students are placed into the beginner, intermediate or advanced levels of ESL courses. Students with a score of 315 or higher on the LOEP test are eligible to take the **TOEFL® Institutional Testing Program (ITP)** test. Students who obtain a score of 550 or higher in the ITP can exit the ESL program and enroll directly in their degree program courses. Students with a test score under 550 on the ITP will have their individual section scores reviewed in the areas of listening, grammar and reading. Section scores with a minimum of 550 on the ITP will exempt the student from the corresponding ESL class. Students who do not submit Duolingo English Test Scores or complete the required LOEP test will automatically be placed into beginner-level ESL courses.

Upon placement and enrollment in ESL classes, students are expected to remain continuously enrolled and must successfully complete the remaining ESL program courses prior to enrollment in their degree program courses. English proficiency test scores submitted after the start of the ESL program will not be considered, and will not exempt the student from completing any remaining ESL courses.

Students can request to retake the placement exam by contacting the ELCA Department Chair at Wesley.Roy@jwu.edu to request participation. Students will be allowed one retake exam on the first Friday of their initial enrollment semester.

Prior Learning Assessment

By successfully completing one of the Prior Learning Assessment options [Portfolio Assessment, College Level Examination Program (CLEP)/DANTES Subject Standardized Tests (DSST) or Departmental Challenge Examinations], students may earn undergraduate course credit for previous academic and/or prior learning experiences. Portfolio options may be available for some graduate level courses.

Policies for Prior Learning Assessment

1. Students must consult with an academic advisor prior to applying for Challenge Examinations or Portfolio Development.
2. Course prerequisite requirements must be completed before permission to take Challenge Examinations or Portfolio Development is granted.
3. Prior to applying for a graduate portfolio option, students are required to have an awarded bachelor's degree.
4. Prior Learning Assessments are for academic credit and carry nonrefundable fee(s).
5. Challenge exam credit will only be awarded with a passing score of 70.
6. Undergraduate portfolio credit will only be awarded with a passing score of 70.
7. Graduate portfolio credit will only be awarded with a passing grade of 83.
8. CLEP exam credit will only be awarded for passing scores of 50 or higher, and when the JWU course equivalent to the exam title is degree applicable.
9. DSST exam credit will only be awarded for scores which meet the minimum ACE recommended score, and when the JWU course equivalent to the exam title is degree applicable.
10. Official College Board transcripts are required for CLEP exam credit to be awarded.

11. Official Prometric transcripts are required for DSST exam credit to be awarded.
12. CLEP and DSST exams, if failed, can be repeated three months after the initial testing date.
13. Portfolio Development and Challenge Exams cannot be repeated if failed.
14. The university recognizes up to a maximum of six graduate semester credits for master's degrees, 30 undergraduate semester credits for bachelor's degrees and 15 for associate degrees earned through Prior Learning Assessment.
15. Prior Learning Assessment credits cannot be used to meet residency requirement (p. 57)s (p. 57).
16. Students may not take Challenge/CLEP/DSST exams for a lower level course after completing higher level courses in the same discipline.
17. Students may not request to take a Challenge Exam or Portfolio Development for a course that is a prerequisite to a course for which they have already received credit or in which they are currently enrolled.
18. Students must present a valid picture ID when testing.
19. Participation in the mandatory prior learning seminar does not constitute enrollment at Johnson & Wales University. As such, any fees associated with involvement in the portfolio seminar are not eligible for financial aid.

Visit Testing Services for additional policies, course options, deadlines, examination dates and fees.

In all cases, the academic department determines policy as it relates to the prior learning options available for each course in the department. Several options may be available to students, and it is recommended that students seek the advice of an academic advisor.

CLEP/DSST Examination

Both CLEP and DSST are forms of Prior Learning Assessment that allow students with knowledge obtained outside the classroom to earn college credit by examination.

College Level Examination Program (CLEP)

The College-Level Examination Program (CLEP) is a standardized, college-credit-granting exam program maintained by the College Board. CLEP offers 34 exams in five subject areas: business, composition and literature, world languages, history and social sciences, science and mathematics.

While the university accepts the American Council on Education (ACE) recommended passing score of 50, subject equivalencies for each CLEP examination are determined by the respective academic department at the university. To view the currently approved CLEP/JWU course equivalencies, go to the Transfer Evaluation System (TES) and type "College Board" in the search box. Exam titles are listed alphabetically preceded by the designation of CLEP.

U.S. military personnel and U.S. veterans may be eligible to receive funding or reimbursement for CLEP exams. For more information on CLEP, visit CLEP for Military. JWU waives the CLEP administration fee for its U.S. military and U.S. veteran students.

Visit Testing Services for additional policies, course options, deadlines, examination dates and fees.

DANTES Subject Standardized Test (DSST)

DANTES Subject Standardized Tests (DSST) are standardized college-credit-granting exams maintained by Prometric. There are 37 DSSTs available in six subject areas (business, humanities, math, physical science, social sciences and technology), covering material taught in both lower- and upper-level college courses.

While the university accepts ACE recommended scores, subject equivalencies for each DSST examination are determined by the respective academic department at the university. To view the currently approved DSST/JWU course equivalencies, go to the Transfer Evaluation System (TES) and type "DSST Program Exams" in the search box.

U.S. military personnel and U.S. veterans may be eligible to receive funding or reimbursement for DSST exams. For more information on DSST, please visit Get College Credit.

Visit Testing Services for additional policies and course options.

Departmental Challenge Examination

Departmental Challenge exams are exams created by the Johnson & Wales University department in which the course is taught and are designed based on the course's content. Exams may be taken for specifically designated undergraduate courses within a department. All matriculating students with previous academic and/or work experience may request such an exam when they feel they possess the knowledge required to meet the course's objectives as listed in the outline for the respective course. The minimum challenge exam passing grade is a C (70).

Students may be required to meet additional prerequisites to take certain challenge exams. Visit Testing Services for complete policies, course options and fees.

Portfolio Assessment

Undergraduate students may earn credits for the knowledge or skills they have mastered outside the classroom through volunteer work, employment, travel programs, organizations or other comparable sources.

Students are required to meet with an academic advisor to discuss these options.

Prior to applying for the Portfolio Assessment option, students are required to successfully complete ENG1020 Rhetoric & Composition I, or a higher-level writing course. Students applying for a graduate-level portfolio must possess an awarded bachelor's degree.

Students must complete the mandatory online Portfolio Development Seminar before submitting a finalized portfolio for review. While there are no regularly scheduled meetings, students are expected to participate in the seminar activities that lead toward the completion of the portfolio. The individual components of the portfolio are covered in self-paced segments.

Portfolios must be submitted within six months of the published seminar begin date. Completed portfolios are submitted electronically to the appropriate department designee for review. The portfolio must contain a narrative and evidence that reflects demonstrated proficiency meeting at least 70% of the respective course outcomes for undergraduate portfolios and 83% for graduate portfolios. Students are notified of the outcome once the assessment is completed. If credit is denied for a portfolio, the student has 10 days upon notification to file a written appeal for review.

Participation in the prior learning seminar does not constitute enrollment at Johnson & Wales University. As such, any fees associated with involvement in the portfolio seminar are not eligible for financial aid.

Visit Testing Services to review additional policies, eligible courses, deadlines and fees.

Proctoring and Identity Verification

Proctoring is a process in which an impartial individual monitors or supervises students while they are completing an assessment/exam. Some online courses require proctored online exams or assessments in order to maintain the integrity of the assessment process. In online courses, proctoring is accomplished through the use of a third-party online proctoring service. During a proctored exam, students are visually monitored online by a proctor for behaviors which are inconsistent with guidelines set forth by the instructor. Students must have access to a computer with a webcam, speakers and microphone, and they must show photo identification to the proctor. Students schedule proctored exams in advance. There is no fee for students. Students are notified of proctored exams in their syllabus to allow time to schedule the exam and plan for the use of appropriate hardware.

Identity Verification of Students in Online Courses

Technology-enabled identity verification is used by the university to verify that a student registered in an online course is the same student that participates in, completes and receives credit for the course. Online courses use an automated, online proctoring tool called Proctorio to verify students' identities. Courses may also use Proctorio to ensure academic integrity of quizzes or exams. Therefore, students are required to use a computer or laptop with a webcam, microphone, Google Chrome 36 or higher, and have reliable internet access for use with Proctorio. Students will be asked to show your government-issued photo ID and will be recorded when using Proctorio. Students agree to be recorded and understand that both Proctorio and JWU are fully compliant with the Family Educational Rights & Privacy Act (FERPA)

(p. 12), data is fully encrypted, and only authorized JWU personnel will have access to the recordings.

Repeat of Courses

When the appropriate course is available, the course may be repeated to earn a better grade. In order for a repeated course to apply to a student's degree, the course must be repeated prior to their last semester of enrollment. Students who have met the degree requirements for their program of study but chose to repeat a course in a subsequent semester will automatically be enrolled as an extension student in the subsequent semester and will be ineligible for financial aid.

Upon successful completion of the course at a later date, the cumulative grade point average (GPA) is adjusted to reflect the highest grade earned.* However, each grade earned will appear on the academic transcript and count toward attempted credits. Students are required to pay any applicable tuition charges for all repeated coursework. Students are eligible for financial aid for only one repetition of a previously passed course.**

* A W grade issued prior to June 2017 will still be included in the student's GPA after the same course is successfully completed.

** When a student has repeated a course previously applied to an awarded degree, each grade earned will be included in the cumulative point average.

The above policy is not applicable to English as a Second Language (ESL) courses.

Course Deficiency

A course deficiency occurs when a student fails to complete a non-English as a Second Language course with a satisfactory grade, either by failing the course or by receiving a grade that does not meet the minimum required by the student's program. Academic warning, probation and dismissal are not determined from one course but by the cumulative GPA.

Students who fail a course after a second attempt should meet with their assigned academic advisor. Students can locate their assigned academic advisor information in their Success Network in uSucceed (accessed through jwuLink). Academic advisors will review the following options with the student:

- Consider a change of program.
- Repeat the same course, which will result in only the highest grade earned being calculated in the cumulative average.
- Student may be advised to take a pre-approved course at another institution outside Johnson & Wales University. The original grade will remain on the student's transcript, but will be excluded from the cumulative average.

Students opting to repeat the course will be encouraged to attend content tutoring. Visit the Academic Success Center for information on tutoring services.

English as a Second Language Courses

Students enrolled in ESL courses will be allowed no more than three attempts to successfully complete each course. Students who are unsuccessful after the second attempt of a course will be assigned an academic standing hold and will be placed on academic probation. Students who are unsuccessful after the third attempt of a course will be academically dismissed.

Residency Requirement

Residency requirement refers to the number of credits that students must take at JWU to be eligible for a degree or certificate, whether they are transfer students or JWU students acquiring an additional degree.

Classes taken elsewhere while matriculating at JWU are considered transfer credits and do not apply to residency requirements. In general, credits taken during study abroad programs are processed as transfer credits and do not apply to residency requirements.

Please see the appropriate section for information regarding residency requirements.

Undergraduate

The residency requirement for all students pursuing an associate degree is a minimum of 21.0 credit hours, half of which must be within the major field.

For students pursuing a bachelor's degree, the minimum is 30.0 credit hours, half of which must be within the major field.

Students pursuing a certificate program will be allowed to transfer a maximum of 6.0 credits (including re-use of JWU courses) toward certificate program requirements. Please note that Micro-Certificates do not allow for transfer credit or re-use of previous coursework.

Upon department chair review, certain related professional studies courses, baking or culinary foundations, business foundations and program electives may be considered when determining residency. Standardized testing credits are not considered when determining residency requirements.

Additional Degrees

Students in good academic standing may pursue one additional associate degree in a program that has a minimum of 21.0 credits which are not in their primary major (there must be a 21.0-credit difference between the two associate degrees). Half of the credits must be within the major field of the additional associate degree. Classes in the additional associate degree may not be used as electives in the primary major if residency requirements have not been met.

Students in good academic standing may pursue one additional bachelor's degree in a program that has a minimum of 30 credits which are not in their primary major (there must be a 30-credit difference between the two bachelor's degrees). This will typically equate to at least a full year of study beyond the first baccalaureate degree. Half of the credits must be within the major field of the additional bachelor's degree. Classes in the additional bachelor's degree may not be used as electives in the primary major if residency requirements have not been met.

Note: Students pursuing additional degrees may also incur additional tuition and fees.

Graduate

A maximum of 20 percent of the program's credits may be awarded as transfer credit in accordance with the university's Graduate Transfer Credit Policy.

Additional Degrees

Due to the overlap in core curriculum, students who complete an MBA at Johnson & Wales University are not eligible to complete a second MBA at Johnson & Wales University. However, any student who received a master's degree from Johnson & Wales University may apply for admittance to additional master's degree programs at the university through Graduate Admissions. A maximum of 20 percent of coursework may be shared between the graduate programs. Students must be in good academic standing and meet the entrance requirements for the prospective program to gain admittance.

Note: Students pursuing additional degrees may also incur additional tuition and fees.

Transcripts

An official transcript is a complete representation of a student's academic record. It includes all courses attempted at Johnson & Wales University, including those withdrawn from and those repeated. It also includes a summary of all transfer credits accepted by the university. Academic work completed at different levels (undergraduate, graduate, post-graduate) is listed on separate transcripts with a separate GPA. In accordance with the Family Educational Rights and Privacy Act (FERPA), a transcript may be released only upon consent of the student.

Johnson & Wales University has authorized the National Student Clearinghouse (NSC) to provide 24/7 online transcript ordering. Alumni, current and former students can order official transcripts using any major credit card. Real-time email and mobile text alerts keep you up to date on the status of your order. You can also track your order online for added convenience.

The university offers both electronic and print transcripts with several delivery options. Each transcript costs \$5.40 with additional charges for Express/Certified delivery. Please take a moment to read the following before placing your order.

An official transcript can be ordered on the National Student Clearinghouse website.

Official Transcript Delivery Options

- **Electronic PDF** (\$5.40): This fastest option is delivered in less than 24 hours to the recipient you have provided. Please make sure the recipient accepts electronic PDF transcripts and keep in mind the following when ordering:
 - The transcript retrieval link will expire 30 days from the date in which it was sent.
 - If you order an electronic PDF version of your transcript sent to yourself, it will be an **unofficial** transcript. In order for your electronic transcript to be official, you must have it sent to another institution or individual directly. If you need an official copy sent to yourself, it must be sent by mail.
 - Electronic transcripts can be delivered relatively quickly. However, if you attended JWU prior to 1980, additional time may be required for your paper record to be converted to the appropriate format.
 - If you choose to send an electronic PDF transcript and the recipient never opens it, we cannot refund the cost of the order. You will receive updates that the transcript has not been retrieved and are encouraged to follow up with the intended recipient.
- **Mail/United States** (\$5.40): In this delivery option the transcript will be mailed via regular first-class USPS mail within one business day of order (please allow up to five-to-seven business days for delivery by the U.S. Postal Service).
- **Mail/International** (\$5): In this delivery option the transcript will be mailed via regular first-class mail as an alternative to sending the transcript via Express delivery for a lower fee. If the transcript is not urgent, and package tracking is not needed, this is a cost effective alternative to Express that can take up to four weeks for delivery depending on the destination.
- **Certified Mail/United States** (\$12): In this delivery option the transcript is sent first-class USPS mail and it takes the standard five-to-seven business days for delivery; however it also provides a Proof of Mailing & Delivery when the letter is delivered. A tracking number is provided to the requestor, like with Express delivery, for the package to be tracked up to delivery of the transcript. This delivery option requires a signature by the recipient for the transcript to be delivered. If the recipient is not available to sign for the transcript, a delivery reminder slip is left by the carrier. This reminder informs the recipient that a USPS Certified Mail letter is being held at the local post office for pick-up. The recipient must go to the post office to sign for the letter and pick it up, or the transcript will be attempted again after five days of original delivery attempt.
- **Express Delivery Options** (FedEx delivery): In this delivery option transcripts requested prior to 11am ET will be mailed within one business day of order to the recipient. Transcripts requested after 11am ET will be mailed within two business days. Please be aware that FedEx will only ship to physical addresses. They will not deliver to PO boxes.
 - Express/United States (\$39)
 - Express/Canada & Mexico (\$59)
 - Express/International (\$75)

Processing Options

Current Transcript: reflects current grades, classes, and degree status as of order date.

*If you are a current student and require a transcript with completed grades or degree information, please check your unofficial transcript on jwuLink to ensure your grades and/or degree have been posted. Wait to place your order until you are notified that grades and/or degrees have been awarded for the current semester. You may also view your unofficial transcript on jwuLink to see if this information has been posted. Transcripts will not be reprinted or reordered (for free) because of a failure to do so. Dates when degrees will be awarded on your transcript can be found below.

Fall 2023 semester: January 17, 2024

Spring 2024 semester: May 29, 2024

Summer 2024 semester: September 4, 2024

Fall 2024 semester: January 15, 2025

Spring 2025 semester: May 30, 2025

Summer 2025 semester: September 12, 2025

Holds

Your transcript will not be released if there is a hold on your account. You will be notified by email indicating there is a transcript hold. The email will contain contact information for you to resolve the hold. When the hold has been removed from your record, your transcript request will be processed. *Your credit card will not be charged until your transcript is sent.* Requests that are on hold for more than 30 days will be cancelled and you will not be charged.

A one-time appeal may be submitted in order to release one copy of your transcript. Once you have completed the National Student Clearinghouse Transcript Order process, you will be able to submit the online appeal form. Please note that your Transcript Request Order Number is required in order to complete the appeal request.

Attaching Documents

While placing your order, you may submit up to three attachments to be sent along with your transcript. Attachments may be included for all delivery options. These attachments may include documents that the university needs to complete on your behalf or documents that are simply required to accompany your transcript. The university reserves the right to review and refuse the sending of any attachments. Attachments may be in pdf, doc, docx, jpg, jpeg or png format.

Help

To receive help with any part of the transcript ordering process, contact the Clearinghouse at (703) 742-4200. A list of frequently asked questions and transcript ordering topics are located on the My Student Center.

Refund Policy

There are no refunds. Please ensure you enter the correct recipient email or mailing address.

An official transcript can be ordered on the National Student Clearinghouse website.

Transfer Credit

Generally, both graduate and undergraduate coursework completed at institutions of higher learning recognized by a U.S. Department of Education accrediting agency and credit recommended by ACE (American Council on Education) or international Ministry of Education is eligible for transfer credit. JWU does not accept transfer credit from any other institution or other forms of credit. Transfer credit is not guaranteed. Currently, JWU transfer credit evaluations are based on previous college work as it relates to the student's intended program of study. It is the university's policy to accept credits, but not grades. Only grades earned at Johnson & Wales University are calculated into the cumulative grade point average. Students must meet the university's residency requirements.

Please see the appropriate section for detailed transfer credit policies.

Undergraduate

Applicants with transfer credit should submit official college transcripts from any colleges and universities previously attended prior to enrolling at the university. It is the responsibility of those candidates who are currently attending other colleges to have their updated official transcripts sent to Johnson & Wales University as soon as final grades become available and no later than the first semester of enrollment. In some cases, an official course outline or syllabus will be required for evaluation. Students who have completed military service must submit a Joint Services Transcript (JST) for evaluation. Credit for military service is awarded based on recommendations provided by the American Council on Education (ACE) in the Guide to the Evaluation of Educational Experiences in the Armed Services.

Candidates with postsecondary coursework from an institution outside the United States must submit to Johnson & Wales University all official documentation and must request a course-by-course evaluation from World Education Services Inc. (WES) or another NACES approved international credential evaluation service. Note that all non-English documents must be accompanied by certified word-for-word English translations. In certain circumstances we may require course descriptions and/or syllabi (subject details, module descriptors or content outline). Those with coursework in

progress must submit final updated official documentation as soon as it becomes available.

In order to be eligible for transfer credit, courses must be similar in level, content and duration to JWU courses in the student's intended program of study. Additionally, only courses with earned grades of C or higher (2.00 GPA) or equivalent will be accepted. Courses that carry grades of "Pass" (P) are also acceptable for transfer, provided credit was awarded and the grade of P carries a numeric GPA value of 2.00 or greater. As an exception, any course(s) that has earned a grade of Pass (P) or Satisfactory (S), as a result of COVID-19, will be considered for transfer credit regardless of the number of associated quality points or its numeric value. Note that due to programmatic accreditation standards, SCI1050 Nutrition, DIET2070 Lifespan Nutrition, DIET3030 Nutrition Assessment, DIET3080 Community Nutrition, DIET4030 Medical Nutrition Therapy, DIET4630 Advanced Medical Nutrition Therapy, BIO1011 General Biology - Cellular / BIO1016 General Biology Laboratory - Cellular, CHM1000 Foundations in Chemistry / CHM1006 Foundations in Chemistry Laboratory, BIO2041 Human Physiology / BIO2046 Human Physiology Laboratory, BIO2201 General Microbiology / BIO2206 General Microbiology Laboratory, CHM2050 Introduction to Organic Chemistry, and CHM3040 Biochemistry are excluded from this exception for students entering the Dietetics & Applied Nutrition B.S. program. Students who opted for a grade of Pass (P) or Satisfactory (S) in any of these courses will have to repeat the course and earn a standard letter grade. Credits earned in developmental and remedial, English as a Second Language courses, Portfolio Development, Challenge Examinations, or CEUs (continuing education units) are nontransferable.

Upon completion of the transfer credit evaluation, accepted students will receive a copy of their degree audit showing the credit accepted toward their program of study. Students with domestic transfer credit wishing to review such credits must contact a transfer adviser in Student Academic Services. Those with transcripts from foreign institutions must contact International Admissions.

JWU has a number of articulation agreements and transfer credit equivalencies in place that facilitate student transfers to Johnson & Wales University. The Transfer Evaluation System provides students with information on courses (domestic only) that have previously been evaluated and accepted by Johnson & Wales University.

The university reserves the right to substitute courses at the discretion of the department chairs, directors or deans.

The transfer of credit is not guaranteed.

If a student completes a course at Johnson & Wales University that was previously accepted as transfer credit, the course taken at Johnson & Wales University will be excluded from the grade point average, and will not count toward any degree requirements, so that duplicate credit is not granted.

Graduate

Graduate program applicants with prior graduate-level coursework taken at approved colleges and universities may be eligible for transfer credit. A maximum of 20% of the program's credits can be awarded as transfer credit for courses completed with a grade of B (3.00) or better, or equivalent. For doctoral programs, only courses completed with grades equivalent to a 3.00 (3.25 for Ed.D. candidates) or higher will be accepted. Transfer credits accepted may vary based on the doctoral program. In some cases, an official course outline or syllabus will be required in order to determine if the course(s) is similar in level, content and duration to courses in the student's intended program of study at JWU. Graduate transfer credit will be approved by the dean of the respective college.

Applicants with transfer credit should submit official college transcripts from any colleges and universities previously attended prior to enrolling at the university. It is the responsibility of those candidates who are currently attending other colleges to have their updated official transcripts sent to Johnson & Wales University as soon as final grades become available and no later than the first semester of enrollment.

Candidates with post-secondary coursework from an institution outside the United States must submit to Johnson & Wales University all official documentation and must request a course-by-course evaluation from World Education Services, Inc. (WES) or another NACES approved international credential evaluation service. Note that all non-English documents must be accompanied by certified word-for-word English translations. In certain circumstances we may require course descriptions and/or syllabi (subject

details, module descriptors or content outline). Those with coursework in progress must submit final updated official documentation as soon as it becomes available.

Upon submission of all of the required documents and completion of the transfer credit evaluation, accepted students will be notified that the evaluation is complete and the degree audit is available for review.

Once enrolled in a JWU master's degree program, a student may not take courses elsewhere and apply them for transfer credit. Transfer credits should be requested prior to initial matriculation into a JWU master's degree program.

The university reserves the right to substitute courses at the discretion of the department chairs, directors or deans.

Prerequisite and Foundation Courses

Prerequisite courses are required undergraduate classes for students who need such courses to prepare for graduate study.

Foundation courses are graduate-level courses that may be required of some students whose previous academic background does not reflect the required core business knowledge. Foundation courses with grades below a C (2.00) or equivalent will need to be repeated.

For possible exemption from prerequisite courses, candidates must ensure that all official college and university transcripts are submitted prior to enrollment at JWU. In some cases, the official course outline or syllabus will be required in order to complete the evaluation. Only courses similar in level, content and duration to JWU's prerequisite courses, and for which the student has earned a grade of C or higher (2.00) or equivalent, may be used to exempt the student from the respective prerequisite. Specific graduate degree program prerequisite and foundation requirements are listed in the catalog under each program of study.

Foundation courses may be satisfied based on previously completed course work which demonstrates the required business core knowledge and has earned grades of C or higher (2.0) or equivalent. Students without the required business core knowledge have the option to test out of either or both foundation courses by passing JWU's Graduate Knowledge Assessment Test managed by Peregrine Global Services.

Upon transcript review, domestic students may view their degree audit online in jwuLink > Tools > Academics > Grad Planning System (GPS), and will be sent a copy of their degree audit reflecting any prerequisites and/or foundation courses met as well as the remaining requirements of their program of study. International students who enroll in a JWU program can also access their degree audit online in jwuLink.

Students with domestic transcripts wishing to review transfer credit, prerequisite or foundation course credits must contact a transfer advisor. International students should contact a graduate student academic advisor upon enrollment into the graduate school major. Those with transcripts from foreign institutions may be referred to an international credentials evaluator.

If a student completes a course at Johnson & Wales University that was previously accepted as transfer credit, the course taken at Johnson & Wales University will be excluded from the grade point average, and will not count toward any degree requirements, so that duplicate credit is not granted.

Transfer Within JWU

It is possible for undergraduate and graduate students to transfer from one Johnson & Wales campus to another. One of the great things that make Johnson & Wales University so unique is the fact that no matter which campus you choose, your experience as a student will always be the same. Whether you're in Providence, Charlotte, or online through the College of Professional Studies, our students are always learning from the best in their field. Not only do our campuses make JWU unique, but our students do too.

Interested students should visit their assigned academic advisor to discuss the implications of such a change and to submit an application. Students interested in changing to/from the College of Professional Studies should understand the implications for such a change; there are many considerations, including course selection, tuition and fees, financial aid, etc. Students can find more information about the impact of campus transfers by consulting the jwuLink page on approved campus transfers.

The following conditions apply:

- Campus transfers cannot be guaranteed and are subject to space and course availability. Additionally, not all programs of study are available at each campus.
- Students should meet with an academic advisor to change campuses.
- Undergraduate students with less than a 2.00 GPA must have their transfer approved by their academic advisor. Graduate students with less than a 3.00 GPA must have their transfer approved by their academic advisor.
- Students with a judicial hold must also be approved by the dean of students.
- Students must have submitted verification of high school completion or equivalent (for undergraduate students) or verification of bachelor's degree completion (for graduate students) to be eligible for transfer.
- Students are required to follow the curriculum required for their major based on their new campus catalog requirements as reflected on their degree audit. Note if the transfer includes a change of major, students will follow the catalog in effect for the transfer semester.
- It is the student's responsibility to register for courses at their new campus in jwuLink.
- It is the student's responsibility to address housing concerns and proper dress codes at their new campus.
- Students are required to comply with the medical documentation/immunization requirements of their new campus. A health services hold will be placed on the student's account if the proper documentation has not been submitted. Students will have no more than one semester to meet these requirements.
- If you are an international student, after you have discussed your plans to transfer campuses with your academic advisor, please consult with your international student advisor from your sending school to ensure you have all the required immigration paperwork needed for a SEVIS transfer of campuses.

Transfer and Career Prerequisites

Students who intend to transfer to other colleges or enroll in graduate school after attending Johnson & Wales University must determine the requirements of those institutions and plan their programs of study accordingly. Johnson & Wales University makes no claim or guarantee for transfer credit to other academic institutions. Similarly, students who intend to take state or foreign business, trade or professional licensing examinations should determine the prerequisites of those jurisdictions prior to selecting programs of study.

Veterans

Johnson & Wales University (JWU) is honored to support our nation's military members and veterans as they pursue their education. JWU is proud to be a Yellow Ribbon Program-participating institution and a participant of the Principles of Excellence. JWU is dedicated to helping to ensure that our students are maximizing the full potential of their VA education and military benefits. This includes students who are veterans, active duty and military dependents. JWU works with students who qualify for the Montgomery GI Bill[®] Active Duty (Chapter 30), MGI B Selected Reserve (Chapter 1606), Survivors' and Dependents' Educational Assistance (Chapter 35), Post-9/11 GI Bill[®] (Chapter 33), Yellow Ribbon Program, Veteran Readiness and Employment (Chapter 31), Tuition Assistance and other programs/benefits.

All students seeking to utilize educational benefits must apply through the Department of Veterans Affairs (VA). Students with questions about their eligibility should contact the VA first to determine the specific programs for which they may qualify.

Processing of the application by the VA takes approximately six-to-ten weeks. The VA will mail the student a Certificate of Eligibility or an award letter. One of these must be provided to the campus certifying official in Student Financial Services to receive benefits for upcoming semesters.

Each new student utilizing benefits should submit

1. an application for admission
2. official documentation that verifies high school diploma completion or equivalent
3. official college transcripts from all colleges previously attended and military training transcripts, as applicable

4. Certificate of Eligibility or award letter and any other necessary VA paperwork

Note: If you have used benefits at another school, complete one of the following forms and indicate a change of school. If you are the veteran, complete VA form 22-1995 (Request for Change of Program or Place of Training). If you are the dependent of a veteran or service member, complete VA form 22-5495 (Dependents' Change of Program or Place of Training). Forms can be completed online.

Students enrolling under the GI Bill[®] for the first time may experience a delay of up to two months before they receive their first payment(s). Students should contact the Veterans Affairs Office if no payment has been received by week 7 of a semester.

Courses that are not required for the student's degree program will not be certified.

Federal regulations pertaining to the veterans' education benefits program require schools to certify a student's dates of enrollment to enable that student to receive the appropriate benefits. JWU certifies eligible student enrollment based on the actual start and end date of their courses within the semester. Certifying courses and/or labs in this manner should not have any impact on a student's tuition benefits. If there is a break in enrollment between courses, however, it could impact housing stipends. Students using Post-9/11 GI Bill[®] (Chapter 33) and MGIB Selected Reserve (Chapter 1606) benefits are required to verify enrollment at the end of each month to receive monthly housing and/or kicker payments.

The VA requires strict compliance with a number of other regulations. It is the student's responsibility to be informed of the requirements the Department of Veterans Affairs has in place regarding educational benefits. Students who have any questions or concerns regarding their eligibility should contact the U.S. Department of Veterans Affairs for more information.

GI Bill[®] is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by the VA is available at the official U.S. government website.

Student Affairs

This section of the handbook includes information about student life at JWU.

Counseling Services

JWU's counseling services are available to commuting and resident students.

- Providence
- Charlotte

Health Services

JWU's health services are available to commuting and resident students.

- Providence
- Charlotte

Class Absence

Health Services does not provide routine sick notes to students due to brief absences from class because of illness, injury or fatigue. Students are strongly encouraged to discuss absences directly with their faculty members and take personal responsibility for class attendance. In the event of a communicable, contagious (other than a common cold, flu, etc.), or another serious documented health condition, it will be at the discretion of Health Services to provide the student with documentation of their visit to Health Services via the secure messenger system. The student may then share this document with their faculty members if they choose to do so.

Student Code of Conduct

The Johnson & Wales University (JWU) Student Code of Conduct and the Conduct Review Process are designed to support the university in maintaining a safe, healthy and positive campus community and online environment for learning, living and working where individuals act lawfully and in compliance with university policies and procedures, and with civility, honesty, integrity and respect for themselves and others. Any behavior inconsistent with these goals, whether on or off campus, is prohibited and constitutes a violation of the Student Code of Conduct.

For purposes of the Student Code of Conduct and the Conduct Review Process only, for the sake of simplicity, the Student Code of Conduct and the Conduct Review Process refers to "students" as any persons who have applied to the university, have been admitted or readmitted to the university, have moved into university housing, have started attending classes, or who are not taking classes but are entitled to return to the university without submission of an application for readmittance. Some such persons may not qualify as "students" for other purposes, such as for purposes of the Family Educational Rights and Privacy Act (FERPA), pursuant to which a person is a "student" only once a person has started attending classes. Additionally, during the Conduct Review Process, the person making the complaint will be referred to as the "complainant," and the student responding to the complaint will be referred to as the "respondent." **EXCEPT AS EXPRESSLY PROVIDED TO THE CONTRARY IN THE CONDUCT REVIEW PROCESS**, all students are subject to the Student Code of Conduct, and Community Standards and Conduct has the authority to proceed with the Conduct Review Process at any time after a student has been accepted to the university and even after a student leaves, withdraws, or graduates.

Behavior that violates the Student Code of Conduct includes the following, which is not intended to be an exclusive list of all conduct that may be deemed a violation:

1. Harming or Endangering

- a. Use of physical force or violence
- b. Threatened use of physical force or violence
- c. Dating violence or domestic violence
- d. Disorderly Conduct, which may include, but is not limited to, public intoxication or disturbing the peace
- e. Endangering or threatening health or safety

f. Intentional possession of a dangerous article or substance that may be used to injure or cause discomfort to any person

g. Possession of firearms, ammunition, shell casings, BB guns, air guns, airsoft guns, fireworks, incendiary devices, explosives and items that resemble a firearm

h. Initiating or circulating a report or warning of an impending bombing, fire or other crime, emergency or catastrophe, knowing that the report is false

i. Intentionally or recklessly starting a fire

j. Misuse of or tampering with fire safety equipment (e.g., fire extinguishers, smoke detectors, exit signs and pull stations)

k. Hazing

l. Aiding, abetting, encouraging or participating in a riot, commotion or disturbance

m. Possession of weapons, including, but not limited to, knives with a blade of three inches or longer (excluding university-issued culinary knives, unless they are being used as a weapon), brass knuckles, swords and items that resemble a weapon

n. Animal abuse or neglect

For more information on dating violence or domestic violence, see the university's Sexual Assault and Relationship Violence Policy (p. 25) and the Title IX Policy and Procedures.

For more information on Hazing, see the university's Hazing Policy (p. 15).

2. Bias and Harassment

a. Any Student Code of Conduct violation against another person committed with bias, hatred or animus based on the person's actual or perceived race, religion, color, national origin, age, sex, sexual orientation, gender identity or expression, genetic information, disability, status as a protected veteran, pregnancy, marital status, or any other category protected by law

b. Harassment or the creation of a hostile environment based on race, religion, color, national origin, age, sex, sexual orientation, gender identity or expression, genetic information, disability, status as a protected veteran, pregnancy, marital status, or any other category protected by law

c. Physical, verbal, nonverbal, written, electronic or technological harassment of another person, including harassment on social networking sites and other online forums

d. Stalking

e. Intimidation

For more information about discrimination and harassment, see the university's Prohibited Discrimination and Harassment (including Sexual Harassment) Policy (p. 19).

3. Sexual Misconduct

a. Sexual assault

b. Sexual exploitation

c. Sexual harassment

d. Lewd, indecent or obscene behavior

e. Illegal possession of pornography

f. Illegal distribution of pornography

For more information on what constitutes sexual assault (including the university's definition of consent) and sexual exploitation, see the university's Sexual Assault and Relationship Violence Policy (p. 25) and the Title IX Policy and Procedures.

For more information about sexual harassment, see the university's Prohibited Discrimination and Harassment (including Sexual Harassment) Policy (p. 19) and the Title IX Policy and Procedures.

4. Drugs

a. Possession of drug paraphernalia (such as bong, scales, pipes, etc.)

- b. The actual or intended purchase, possession or use of illegal drugs, narcotics, controlled substances or prescription drugs without a prescription
- c. The actual or intended sale, distribution, cultivation or manufacture of illegal drugs, narcotics, controlled substances or prescription drugs
- d. Presence at a gathering where there is obvious illegal drug use

A finding of responsibility for intended or actual sale or distribution can be based on the mere presence of a distributable quantity of illegal drugs, narcotics, controlled substances or prescription drugs or the presence of paraphernalia used for the sale or distribution of illegal drugs, narcotics, controlled substances or prescription drugs.

Students can be found responsible for a drug violation based on the presence of residue or paraphernalia alone.

The university may inform local police of illegal drug violations.

The university will report drug violations to the student's parents or guardians if the student is under the age of 21.

If drugs are found in a residence hall room or other campus location, the university may find all occupants of the room or other campus location responsible for the drug violation if it is unable to ascertain which student(s) possessed and/or used the drugs.

For more information on drugs, narcotics and controlled substances, see the university's Drug and Alcohol Policy (p. 11).

See the Call for Help Policy (p. 7).

5. Alcohol

- a. Possession or use of alcohol anywhere on university property, except for legal use at events, operations, programs, premises or facilities sanctioned by the university
- b. The actual or intended purchase, possession or use of alcohol by anyone under the applicable legal drinking age
- c. Selling alcohol to or buying alcohol for anyone under the applicable legal drinking age, or negligently allowing a minor to consume alcoholic beverages
- d. Presence at a gathering where there is obvious illegal drinking
- e. Use of drinking paraphernalia typically used or associated with excessive drinking (such as drinking funnels, kegs, beer balls, trash can punches, beer bong, beer pong tables or taps)
- f. Possession of drinking paraphernalia typically used or associated with excessive drinking (such as drinking funnels, kegs, beer balls, trash can punches, beer bong, beer pong tables or taps)
- g. Violation of the Residential Life alcohol guidelines applicable for students who are 21 years of age or older and who have received permission to consume alcohol on campus

Alcohol includes powdered alcohol.

The university will generally report alcohol violations to the student's parents or guardians if the student is under the applicable legal drinking age.

Students can be found responsible for an alcohol violation based on evidence of intoxication alone.

If alcohol or drinking paraphernalia is found in a residence hall room or other campus location, the university may find all occupants of the room or location responsible for the alcohol violation if it is unable to ascertain which student(s) possessed and/or used the alcohol or paraphernalia.

For more information on alcohol, see the university's Drug and Alcohol Policy (p. 11).

See the Call for Help Policy (p. 7).

6. Theft and Abuse of Property

- a. Actual or intended theft or unauthorized use or possession of the resources, property or services of the university or of another person, business or government
- b. Unauthorized use of the university's name, logo or seal
- c. Unauthorized use of ATM cards, cellphones, credit cards, checks, long distance accounts, identification cards, key combinations, passwords, PIN numbers or other property, equipment or accounts belonging to the university or another person, business or government

d. Possession, use or sale of resources, property or services which the student knows or should know have been stolen

e. Unauthorized entry (including forcible entry), use, presence in or occupancy of any premises or facilities

f. Vandalism

g. Reckless damage to or destruction of university property or the property of others

h. Disposal of trash, garbage or refuse anywhere on the campus except in designated trash receptacles

i. Unauthorized removal of food or other items from the dining halls

j. Throwing food or other objects in the dining halls

It is the university's practice to cooperate with local, state and federal law enforcement authorities in their investigation of theft, identify theft, computer/internet crimes and other similar crimes, including providing copies of incident reports and other evidence to these authorities.

7. Failure to Comply and Interference

- a. Failure to comply with the directions of a university representative (including student employees, resident assistants and graduate assistants) acting in the performance of their duties. By way of example, when a JWU official or healthcare professional gives any student instructions or directives related to health or safety of that student, other students, university employees, or the university community at large, the student must comply with such instructions or directives, and interim protective measures may be particularly appropriate.
- b. Failure to participate in the university's Conduct Review Process as a witness
- c. Failure to comply with any university policy or rule
- d. Failure to evacuate any building in which a fire or other emergency alarm has been sounded or when directed to evacuate by a university representative
- e. Failure to comply with the Good Neighbor Policy and/or the Guide to On-Campus Living
- f. Failure to present a student identification card upon request from a university representative
- g. Interference with university representatives carrying out their duties or other university business
- h. Interference with any member of the university community in the pursuit of the university's mission or purposes
- i. Actions which obstruct, disrupt or physically interfere with the use of university equipment (including safety and security equipment), premises, buildings, rooms or passages
- j. Retaliation against any individual who has made a good faith complaint against another individual or who has participated in the Conduct Review Process, including cooperation with the investigation of the complaint
- k. Failure to comply with the directions of emergency personnel (i.e., police, fire and emergency medical technicians) acting in the performance of their duties

8. Dishonesty

- a. Violation of academic integrity, including, but not limited to, cheating, plagiarism, self-plagiarism, and unauthorized collaboration
- b. Knowingly furnishing false information
- c. Forgery, alteration or unauthorized use of student or university documents, records, identification, passwords, library materials or property
- d. Misrepresentation, fraud or deceit
- e. Possession or use of falsified forms of identification
- f. Knowingly bringing a false complaint against another person
- g. Falsification, distortion or misrepresentation of information before a panel or hearing officer in the Conduct Review Process

For more information about academic integrity violations, see Academic Integrity (p. 41).

9. Other Prohibited Conduct

- a. Illegal gambling, wagering, betting or bookmaking
- b. Participating in or accepting members into any organization that the university has not approved for recognition or that has been withdrawn or suspended from university recognition
- c. Associating with or facilitating the existence of any organization that has been withdrawn or suspended from university recognition
- d. Unauthorized operation of a business on university property or use of university resources
- e. Any conduct by a guest of a student that violates university rules or policies including the Student Code of Conduct (Note: Students are responsible for the behavior of their guests.)
- f. Behavior that would offend or frighten a reasonable person
- g. Conduct that interferes with student learning or with the mission of the university
- h. Intentionally Left Blank
- i. Conduct that adversely affects the security of the university community, local residents or property, the name of the university, or the integrity of the educational process
- j. Communicating with university faculty or staff in a manner that a reasonable person would find (1) disrespectful, rude or otherwise inappropriate to that faculty or staff member or other members of the university community or (2) disruptive to the educational process. Examples of such “unprofessional” conduct include, but are in no way limited to, the following:
 - i. Addressing faculty or employees in conversations, emails or other communications in a manner that a reasonable person would find disrespectful, rude or otherwise inappropriate in language or tone.
 - ii. Making false or misleading claims or threats to faculty or employees.
 - iii. Disrupting any activity, class, course, lab or program through conduct that a reasonable person would find disrespectful, rude or otherwise inappropriate.
- k. Encouraging, enticing, influencing or enlisting another person to violate any of the university rules, regulations or policies listed in the Student Code of Conduct

Conduct Review Process

The Johnson & Wales University (JWU) Conduct Review Process, like the Student Code of Conduct, is designed to help the university maintain a safe, healthy, and positive environment for living, learning, and working, where students act lawfully and in compliance with university codes, practices, policies, procedures, or rules (collectively, “Rules”), and act with civility, honesty, integrity, and respect for themselves and others and the university community and the communities in which we live. The Conduct Review Process is used to support and enforce the Student Code of Conduct by providing procedures for determining whether a student is responsible or not responsible for a violation of the Student Code of Conduct. For the sake of simplicity, the Conduct Review Process refers to “students” as any persons who have applied to the university, have been admitted to the university, have moved into university housing, have started attending classes, or have taken a leave of absence from the university but may return without submission of an application for readmittance. Some such persons may not be students for other purposes, such as for purposes of the Family Educational Rights and Privacy Act (FERPA), pursuant to which a person is a “student” only once a person has started attending classes.

The Conduct Review Process applies to all violations by students of any Rules, except that it is subject to JWU’s policy governing Academic Integrity, and it does not apply to certain types of issues outlined below and to claims that fall within the scope of JWU’s Title IX Policy and Procedures. If any matter is dismissed as outside the scope of Title IX, then, in the sole discretion of the university, the university may bring charges and address such conduct under the Conduct Review Process, which will apply to matters outside the scope of Title IX. The university shall take such steps as needed to ensure compliance with any other university Rules, including the Student Code of Conduct. Such steps could include taking disciplinary action against respondents who are

not subject to adjudication under the Title IX Policy and Procedures or are found not responsible for violations of the Title IX Policy and Procedures. For avoidance of doubt, a respondent may be found not responsible for Title IX violations but, thereafter, be found responsible for violations of any other university Rules, including, for example, violations of the Student Code of Conduct and Title VII.

Johnson & Wales University reserves the right to make changes to the Rules and any provisions contained in the Student Handbook at any time at its sole discretion. Notice of substantial changes will be shared via JWU email, which should be checked frequently for important updates from across JWU.

The university administers the Conduct Review Process in good faith, making every reasonable effort to be fair to all involved (“Fairness”); the concept of Fairness means the university will comply with the explicit provisions in the Conduct Review Process; the concept of Fairness does not give students any rights other than those in the explicit provisions of the Conduct Review Process. Further, the Conduct Review Process is not intended to, and does not, create a contractual agreement with any student or other individual, and it does not grant any student or other individual any contractual rights.

JWU may pursue any and all conduct charges against a respondent irrespective of whether there is any complainant, and references herein to complainants herein shall not be construed to mean that there must be a complainant or complainant participation as a condition of the procedures at issue.

Community Standards and Conduct generally follows the procedures contained in the JWU Communications with Students section of the Student Handbook whenever contact with students is necessary.

The university’s Conduct Review Process does not replace the local, state, or federal civil or criminal court system. Generally, the outcome of civil or criminal proceedings concerning a violation will not control or be binding on the outcome of the Conduct Review Process for the same violation, subject to the exception articulated below.

There is an exception to that general rule in cases where students plead guilty to or are found guilty of crimes. The university has legitimate concerns if any of its students are convicted of crimes, even crimes that do not involve the university or other university students or personnel. In appropriate circumstances, the university may, in its sole discretion, impose sanctions, on the basis of the conviction alone, without following the Conduct Review Process, even in cases where the crime does not violate a specific provision of the Student Code of Conduct. Sanctions may include university suspension, dismissal, or the revocation of an earned degree.

If a student is criminally charged with violation of any law, at any point during their time at the university, from acceptance to graduation, the student must notify the Community Standards and Conduct office immediately. Likewise, if a student pleads guilty to or is convicted of any crime at any point during their time at the university, from acceptance to graduation, the student must notify the Community Standards and Conduct office immediately. If a student fails to notify the Community Standards and Conduct office, the student may be charged with a violation of the Student Code of Conduct for failure to comply. Sanctions may include university suspension, dismissal, or the revocation of an earned degree. All students should be aware that it is the policy of the university to cooperate with local, state and federal law enforcement authorities in the investigation of crime. The university will not provide a sanctuary against criminal prosecution.

In accordance with the university’s admissions application, any acceptance or subsequent enrollment to the university is conditioned upon the university’s right to revoke such acceptance or subsequent enrollment at any time, before or after enrollment, (1) if a student provides false, misleading, or incomplete information or (2) if the university learns of any misconduct (whether past, present, or future) by the student that, in the university’s sole judgment, would affect the student’s ability to represent and uphold the standards of the university. Notwithstanding anything in the Conduct Review Process, any decisions to revoke acceptance or subsequent enrollment based on any conditions in the admissions application, as it may be updated from time to time, shall not be subject to the Conduct Review Process and, instead, shall be made by the applicable “Campus President” (i.e., the Providence campus president, for Providence or online students, and the Charlotte campus president for Charlotte students) or their designee (“Designee”). When the President or Designee determines that revocation of acceptance or subsequent enrollment is not warranted, then the Conduct Review Process shall apply. However, as to those students who are newly admitted or have

applied for readmission to the university, the Conduct Review Process will apply in the case of misconduct that occurs after the earlier of (i) the date a newly admitted or readmitted student moves into on-campus housing (as applicable to students living on-campus) or (ii) after the official start of classes as applicable to a newly admitted or readmitted student's program, irrespective of whether such student has themselves attended any class.

In extraordinary or unusual cases, implicating health or safety of any student, employee, or anyone else in the university community, the Campus President or their Designee may bypass the Conduct Review Process as to any matter as such person determines appropriate in such person's discretion. In the case of a suspension or dismissal from the university, the affected student must immediately leave the campus, unless otherwise directed by the applicable Campus President or their Designee. In the case of a suspension or dismissal from the university, the affected student shall have 48 hours to appeal the decision to the university Chancellor through a written submission directed to the applicable Campus President or their Designee, who will forward the written submission to the Chancellor. The Chancellor will have full discretion to overturn the decision as the Chancellor deems appropriate in the Chancellor's full discretion.

Recordings

To preserve the private nature of the Conduct Review Process, no participants may make their own recordings of any kind, at any stage of the process, which includes, but is not limited to: educational conversations, informational meetings, and hearings.

Reports of Violations and Notification

Any individual who witnesses or becomes aware of an alleged violation of the Student Code of Conduct should report the violation to Campus Safety & Security, any professional staff member of Residential Life, the vice president of student affairs/dean of students, Equity & Compliance, or Community Standards and Conduct. Alleged violations may also be reported using one of the forms on the Report It page in jwuLink. Once an alleged violation is reported, an incident report will be prepared describing the nature and circumstances of the incident and the parties involved. Campus Safety & Security and other appropriate departments may conduct further investigation if additional or supplemental information is needed. All incident reports are reviewed in Community Standards and Conduct, and those that warrant action are then referred for an informal warning letter, informal conflict resolution, an educational conversation or a hearing, depending upon the nature of the alleged concern or violation. The types of sanctions the university may impose are described on the Sanctions for Individuals page. They include, but are in no way limited to, removal from housing, suspension of privileges, suspension from the university, dismissal from the university, degree revocation, and payment of fines/restitution.

Types of Resolution Options

Informal Warning Letter

An informal warning letter is an email communication from a designated Student Conduct administrator identifying a concern or issue that can be remedied by informing or reminding the student of the university's Rules. Students who receive an informal warning letter will not be charged with any violations of the Student Code of Conduct or receive any sanctions.

Informal Conflict Resolution

In some cases, in which a complaint is related to an interpersonal conflict, the parties may be offered the opportunity to resolve the matter through informal conflict resolution. Both parties must voluntarily agree to informally resolve the conflict. If informal conflict resolution is unsuccessful, the case may be referred back for resolution via an administrative hearing. When a student is referred for, and agrees to informal conflict resolution, the student will not be charged with any violations of the Student Code of Conduct or receive any sanctions.

Educational Conversation

When a student is referred for an educational conversation, the student will not be charged with any violations of the Student Code of Conduct or receive any sanctions. However, a designated Student Conduct administrator will engage the student in a conversation to ensure that the student understands the behavioral expectations of Johnson & Wales University. Students who fail to attend an educational conversation will receive a hold on their account preventing future registration until they attend an educational conversation.

Acknowledgement of Responsibility

Prior to a hearing, the student may be asked whether they wish to waive the hearing by acknowledging responsibility. In these cases, the student will receive an official notification describing the alleged violation(s), the associated charge(s), and the sanction(s) that will be imposed if the student acknowledges responsibility. If the student acknowledges responsibility for the violation(s)/associated charge(s) and agrees to the sanction(s), the student will not be entitled to an appeal. If the student acknowledges responsibility for the violation(s)/associated charge(s) but does not agree to the sanction(s), a sanctions-only administrative hearing will proceed, and the student will not be entitled to an appeal, except as to the sanction(s) imposed. If the student does not acknowledge responsibility for the violation(s)/associated charge(s), an administrative hearing will proceed.

Sanctions-Only Administrative Hearing

Sanctions-only administrative hearings will be held before a single hearing officer, designated by Community Standards and Conduct.

Prior to the sanctions-only hearing, the student will receive an official notification describing the alleged violation(s)/associated charge(s), the student's acceptance thereof, the sanction(s) outlined in the student's charge letter, and the time and place for the sanctions-only hearing. Enrolled students will receive this notification via their JWU email account. Remember that it is the student's responsibility to check their JWU email account regularly.

The role of the hearing officer will be to consider the proposed sanction(s), the student's response thereto, the student's past conduct history, and any other evidence the hearing officer deems appropriate. Character witnesses and character statements will not be considered.

There shall be no appeal from a sanctions-only administrative hearing.

Administrative Hearing

A student who is formally charged with violating the Student Code of Conduct will be entitled to an administrative hearing, unless the student accepts responsibility for the violation(s)/associated charge(s). Administrative hearings are held before a single hearing officer, designated by Community Standards and Conduct.

The role of the hearing officer is to consider information provided from the investigation, complainant, respondent and any witnesses, in order to make a finding of "responsible" or "not responsible."

When a student is referred for a hearing, the student will receive an official notification describing the alleged violation, the associated charge(s), and the time and place for the hearing. In cases in which a finding of "responsible" may result in university suspension, dismissal, or revocation of a degree, a Community Standards and Conduct staff member will notify the student of the possible outcome and offer them the opportunity to participate in an informational meeting, ahead of the formal notice of an administrative hearing by the hearing officer. Enrolled students will receive this notification via their JWU email account. Remember that it is the student's responsibility to check their JWU email account regularly.

Generally Applicable Procedures

Community Standards and Conduct and/or the appropriate student conduct administrator will consult the student's academic schedule prior to scheduling any meetings or hearings. If there is a legitimate need to reschedule an educational conversation, informational meeting, or hearing, the student must contact Community Standards and Conduct as early as possible before the scheduled date to request rescheduling. Community Standards and Conduct will determine whether the request to reschedule is reasonable. Depending on the circumstances, meetings and hearings may be held in person or via telephone/video conferencing.

When an incident report is received that involves a student respondent not currently enrolled in classes, the student will receive a hold on their account preventing future registration until the conduct matter is resolved. In the case of pending conduct proceedings, the university may place a hold on the student's account, preventing the conferral of a degree and withholding a respondent's diploma pending resolution of the conduct proceedings and application of sanctions, if any.

Students requesting an accommodation to fully participate in the Conduct Review Process must contact Accessibility Services on their respective campus. A representative from Accessibility Services will make a determination regarding the request.

Protective or Interim Measures for all Matters

Protective or interim measures (such as No Contact Orders, room relocations, classroom relocations, interim suspensions, etc.) may be available at any point during the course of the investigation and hearing and will remain in effect until the conclusion of the Conduct Review Process, including any appeals process. The university will complete the Conduct Review Process within a reasonably prompt time frame, usually within 60 days, but this timeframe may be extended in certain cases, in which case written notice will be provided to all parties describing the reason for extension.

If a student violates any protective or interim measures or the directions of a university representative to avoid another person, the student will be charged with a violation of the Student Code of Conduct for failure to comply.

The university may temporarily discontinue student access to any part of the campus as an interim measure if it determines (1) the student has failed to comply with university directives or respond to university outreaches; (2) the student constitutes a threat to health and safety; or (3) the student is suspended or dismissed (pending any appeal).

Administrative Hearing Procedures

Students have the right to participate in the Conduct Review Process without having past student conduct violations discussed or used when a decision of responsibility is being made concerning a current alleged violation; however, past violations may be considered when determining a sanction for an individual found to be responsible for a violation of the Student Code of Conduct. Students have the obligation to participate in the Conduct Review Process, as a witness, when asked by a university representative. Complainants are permitted to participate in the Conduct Review Process insofar as Community Standards and Conduct determines in its sole discretion that such participation is appropriate (e.g., in cases where it would be helpful to the Conduct Review Process). Community Standards and Conduct may disclose the outcome of the Conduct Review Process to the complainant as required or permitted by applicable laws.

Complainants and respondents shall:

- Be advised of the hearing process. For cases that may result in suspension, dismissal, or revocation of a degree, the student will be offered an opportunity to have an informational meeting with a Community Standards and Conduct staff member prior to the hearing. Students have the right to acknowledge responsibility — thus waiving their right to a hearing and appeal — during an informational meeting.
- Be permitted to review the incident report and/or allegations and any supplemental information. In cases that may result in suspension, dismissal, or revocation of a degree, if requested, the university will provide the student with a redacted copy of the unusual incident report related to the complaint; however, the student will be required to agree, in writing, to keep the report confidential.
- Be permitted to submit a written statement, responding to the incident report and/or allegations ahead of the hearing. If a student wishes to submit a statement, it must be sent directly to the hearing officer no less than one business day (and not less than 24 hours) before the hearing.
- Be accompanied by an advisor of their choice during the hearing and any related meetings. An advisor may not be any person who was involved in the investigation as a reporting party or who is a witness. If Community Standards and Conduct determines there is a conflict of interest related to the advisor, Community Standards and Conduct reserves the right to disqualify an advisor. The student would then be required to obtain a new advisor. Advisors may attend the hearing with the student but cannot participate in any manner. This means, among other things, an advisor may not speak on the student's behalf, nor ask questions of others; the advisor may observe. If the student would like to consult their advisor during the course of the hearing, they may request a brief recess to speak with their advisor privately outside the hearing room. It is in the hearing officer's discretion whether to grant the request. When possible, the hearing officer will make reasonable adjustments in order to accommodate an advisor's schedule. However, the hearing officer is not obligated to reschedule meetings and/or hearings to accommodate the advisor. A student may select a new advisor in the event of a scheduling conflict. It is the student's responsibility to correspond with their advisor about the logistics of any meetings or hearings.
- Be permitted to present witnesses with personal, relevant knowledge of the incident; however, the statements of other witnesses, such as character witnesses, will not be considered. Personal knowledge means

knowledge gained through firsthand observation or experience. Students must provide to the hearing officer the names, contact information, and a brief summary of the information that any witness will present during the hearing no less than 48 hours before the hearing date/time. The hearing officer may choose not to hear from the witness if the information is not relevant, is expressly addressed in the incident report or is redundant. The hearing officer has discretion to decide whether to hear from a witness directly or whether to consider only a written statement of the witness, if the witness is unable to participate in the live hearing. The hearing officer may ask questions of the witness if hearing the witness live. If hearing the witness live, the complainant and respondent may submit questions of the witness for the hearing officer to consider. The hearing officer will decide whether to ask the submitted question(s). Students will not have the opportunity to directly question witnesses or other parties. It is the responsibility of the complainant and respondent to arrange for the witness to attend the hearing or to have the witness submit a written statement. All written statements must be submitted directly from the witness, through the witness JWU email account or by a notary public, to the hearing officer no less than one business day (and not less than 24 hours) before the hearing date/time. Failure of a witness to participate in the hearing does not invalidate the hearing or outcome. The hearing officer may request the attendance of witnesses not proposed by the parties.

- Be permitted to offer relevant evidence. While most relevant evidence should be presented during the investigation, students may submit additional relevant evidence that supports or rebuts the allegations about whether or not there was a violation of the Student Code of Conduct for the hearing officer's consideration; students must submit such relevant evidence to the hearing officer at least 48 hours prior to the hearing date/time. Evidence is relevant if it has any tendency to make a fact more or less probable than it would be without the evidence and the fact is of consequence in determining a matter in dispute. Relevant evidence may include, for example, documents, emails, photographs, receipts, social media posts, texts, timelines, videos, etc. When applicable, any documents provided will be shared with the other parties. Evidence of character, habits, personality, or reputation are not generally relevant to whether a violation of the Student Code of Conduct occurred. The hearing officer has discretion to decide whether the submitted evidence is relevant.
- Be permitted to hear and provide a response to evidence presented during the hearing.
- Be permitted to request a reasonable delay to a hearing. This request will be reviewed by Community Standards and Conduct, which will make a decision in its discretion as to whether the request can be granted or denied.

During the Administrative Hearing:

- A recording of the hearing shall be made, but only if a finding of responsibility could result in suspension, dismissal, or revocation of a degree. The recording may be made available to the appellate officer but only if relevant to the appeal.
- Rules of evidence and/or procedures that are used in criminal or civil court proceedings will not apply.
- Complainants and respondents may, if they choose, provide opening statements, present any witnesses that have been identified and verified to have relevant knowledge, as outlined above, and provide closing statements. The hearing officer may ask questions of complainants, respondents, and their witnesses.
- Any unexcused failure to attend a hearing will result in the hearing being held in the student's absence. The hearing officer will then make a decision based on the available information, without the benefit of the student's participation in the hearing.

Outcome

Upon the conclusion of the Administrative Hearing (in which the outcome would NOT result in suspension, dismissal, or revocation of degree):

- The hearing officer will determine responsibility for the alleged violation(s) using a "more likely than not" standard.
- If the student is found responsible for one or more violations of the Student Code of Conduct, the hearing officer will determine the most appropriate sanction(s) based on, but not limited to, the circumstances of the incidents and the student's past conduct history.

- The hearing officer or Community Standards and Conduct staff member will prepare the appropriate outcome notification that will outline the findings, sanctions, and information regarding the appeal process. This notice will be sent to the student's JWU email account.

Upon the conclusion of the Administrative Hearing (in which the outcome MAY result in suspension, dismissal, or revocation of degree):

- The hearing officer will determine responsibility for the alleged violation(s) using a "more likely than not" standard. If the hearing officer is not a Community Standards and Conduct staff member, the hearing officer will refer the case back to Community Standards and Conduct for sanction consideration.
- If the student is found responsible for one or more violations of the Student Code of Conduct, Community Standards and Conduct will determine the most appropriate sanction(s) based on, but not limited to, the circumstances of the incidents and the student's past conduct history.
- A Community Standards and Conduct staff member will prepare the appropriate outcome notification that will outline the findings, sanctions and information regarding the appeal process. This notice will be sent to the student's JWU email account.

Appeal

Except as expressly indicated elsewhere herein, the decision of the hearing officer is final unless it can be demonstrated that one of the following has occurred:

- There is relevant, new information that was not available at the time of the hearing and that reasonably could have altered the outcome of responsibility.
- The Conduct Review Process, as outlined, was not followed.

However, no appeal shall be available for any violation of the prohibition against discrimination on the basis of any category protected under federal law. For cases involving student discrimination on the basis of any category protected under federal law, any finding shall not become final until reviewed by the applicable Campus President or Designee. Such Campus President or Designee shall review the full record, contact the parties or any witnesses if they deem it appropriate to do so, and either approve the finding, disapprove the finding, or approve it in part and disapprove it in part; if it is disapproved in whole or in part, the Campus President or Designee shall state the remedy (reversal, another hearing, etc.). The Campus President or Designee will issue a brief written statement for distribution to all parties, identifying their conclusions and remedies, if any. Generally speaking, the brief written statement shall issue within 15 days of the finding regarding responsibility but could take more time as needed in the discretion of the applicable Campus President or Designee.

To request an appeal, a student must submit a request in writing to Community Standards and Conduct. Written appeals must be submitted using the Appeal Request Form. **Only appeals submitted using the online form will be considered.** The request must be submitted within five business days after the date of notification of the outcome of the hearing. The appeal must state clearly the basis for the appeal, and explain how any of these grounds would have reasonably altered the outcome of responsibility. Students should include any supporting information or documentation that is relevant to their appeal request. **Disagreement with the sanctions imposed shall not constitute grounds for appeal.**

For cases in which the hearing officer was a Residential Life staff member, the director of Community Standards and Conduct or their designee will serve as the appellate officer. For cases heard by Community Standards and Conduct staff, the vice president of student affairs/dean of students or their designee will serve as the appellate officer. For all Academic Integrity cases, the provost or the provost's designee will serve as the appellate officer.

Upon receipt of the appeal, the appellate officer will review the appeal and case file. There is no option to meet with or present information to the appellate officer. For this reason, it is important that students submit sufficient information and documentation along with their appeal. A decision concerning the appeal generally will be available within 10 business days after the appeal has been received. When the appeal review is unable to be completed within the 10-business day time frame, the parties will be notified of the delay and reason for the delay.

The sanction(s) outlined in the outcome notice will not go into effect until the conclusion of the appeal process. If interim measures were placed, those

conditions will remain in effect until the conclusion of the appeal process. The appeal will either

- Be denied or
- Be granted, remanding the case back for a new hearing

The decision of the appellate officer will be final. The student will receive a final written decision from the appeal officer, which will set forth the outcome of the appeal.

Sanctions Approval

Notwithstanding anything to the contrary herein, after the appeal process, if any, is completed or expires, any sanction shall be approved as follows: (1) for a sanction of dismissal or revocation of a degree, by the applicable campus vice president of student affairs/dean of students, or such person's designee, (2) for any Grade Sanction, by the provost or such person's designee, and (3) for any other sanction, by the director of community standards and conduct or that person's designee. If the applicable campus vice president of student affairs/dean of students, provost, or director of community standards and conduct, or any such person's designee does not approve the sanction, they have full authority to modify it in any fashion they see fit. It is expected that the sanctions decision will rarely be modified, and the presumption shall be that no modification shall be made. The decision of the applicable campus vice president of student affairs/dean of students, the provost, or the director of community standards and conduct, or any such person's designee shall be made in no more than fifteen (15) days and need not be accompanied by any reasoned decision.

At any time in the Conduct Review Process, Community Standards and Conduct or any other university employee involved in this process, may consult with other appropriate university personnel, including a university dean, an associate dean, or some other appropriate personnel.

Complaints of Sexual Harassment, Sexual Assault, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking

For complaints of sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence and stalking, the following procedures will apply in connection with the Conduct Review Process, in addition to the procedures outlined above:

- University officials involved in the investigation and hearing will receive annual training on issues related to sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence and stalking, and how to conduct such an investigation.
- Both parties will be simultaneously informed in writing of the outcome of the hearing and any appeal, including when such results become final. This includes disclosure to the parties of any sanction imposed that pertains to a sex offense and any sanction imposed that directly relates to the complainant with respect to other alleged sexual harassment violations. The parties do not need to submit a request for such information.

No Retaliation for All Matters

Retaliation, including intimidation, threats, coercion or discrimination, against any individual who has made a good faith complaint, or who has participated in the Conduct Review Process, is unlawful and in violation of university policy. Anyone found to have engaged in retaliation will be subject to disciplinary action up to and including dismissal or termination from the university.

Group Conduct Review Process

The Johnson & Wales University (JWU) Group Conduct Review Process, like the Student Code of Conduct, is designed to help the university maintain a safe, healthy and positive environment for living, learning and working, where students act lawfully and in compliance with university codes, practices, policies, procedures or rules (collectively, "Rules"), and act with civility, honesty, integrity and respect for themselves and others and the university community and the communities in which we live. The Group Conduct Review Process is used to support and enforce the Student Code of Conduct by providing procedures for determining whether a student group is responsible or not responsible for a violation of the Student Code of Conduct.

Our students are held to high standards as defined in the Student Code of Conduct and other university Rules. Students remain subject to the provisions of the Student Code of Conduct and other university rules at all

times, including while engaged in activities of university-recognized student organizations (each, a “group”), whether on or off campus.

In addition, groups are also held to the same high standards of conduct. The group’s president/captain or the president’s/captain’s designee (or any other individuals authorized or permitted to represent themselves as connected to the group) (“group representatives”) and members of the group should at all times be aware that the actions of the group and its representatives and members, reflect on both the university and the group. The same is true of guests of the group (“group guests”). As a result, a group may be held responsible for both the group’s misconduct and misconduct of any one or more of its representatives, members and/or guests. Such misconduct includes any violation of the Student Code of Conduct or any other university Rule when:

- members of the group act in concert with respect to misconduct;
- the individual committing the misconduct was either acting on behalf of the group or engaged in a group-sponsored, -financed or -endorsed activity;
- the misconduct grows out of, occurs during, or is related to any group-sponsored, -financed or -endorsed activity, event or environment created by the group;
- the group’s leaders have knowledge of the misconduct or incident before or while it occurred and failed to take corrective action; or
- a pattern of individual misconduct by group members is found to exist

The Group Conduct Review Process applies to all violations by student groups of any Rules, except that it is subject to JWU’s policy governing Academic Integrity.

Johnson & Wales University reserves the right to make changes to the Rules and any provisions contained in the Student Handbook at any time at its sole discretion. Please be sure to check frequently, as the university will give notice only by JWU email, when substantial changes are made during the course of the academic year.

The university administers the Group Conduct Review Process in good faith, making every reasonable effort to be fair to all involved (“Fairness”); the concept of Fairness means the university will comply with the explicit provisions in the Group Conduct Review Process; the concept of Fairness does not give student groups any rights other than those in the explicit provisions of the Group Conduct Review Process. Further, the Group Conduct Review Process is not intended to, and does not, create a contractual agreement with any student group or other individual, and it does not grant any student group or other individual any contractual rights.

JWU may pursue any and all conduct charges against a student group irrespective of whether there is any complainant, and references herein to complainants herein shall not be construed to mean that there must be a complainant or complainant participation as a condition of the procedures at issue.

Community Standards and Conduct generally follows the procedures under JWU Communications with Students whenever contact with students is necessary.

The Group Conduct Review Process does not replace the Conduct Review Process with respect to individual students, nor does it serve as an extension of or replacement for the local, state, or federal civil or criminal court system. Generally, the outcome of civil or criminal proceedings concerning a violation will not control or be binding on the outcome of the Group Conduct Review Process for the same violation.

There is an exception to that general rule in cases where students plead guilty to or are found guilty of crimes. The university has legitimate concerns if any of its students are convicted of crimes, even crimes that do not involve the university or other university students or personnel. In appropriate circumstances, the university may, in its sole discretion, impose sanctions, on the basis of the conviction alone, without following the Conduct Review Process, even in cases where the crime does not violate a specific provision of the Student Code of Conduct. Sanctions may include university suspension, dismissal, or the revocation of an earned degree. In the case of false or misleading statements on admissions applications, admissions personnel shall have full discretion to rescind the offer of admission and require dismissal of the student involved without a conduct review process.

All students should be aware that it is the policy of the university to cooperate with local, state and federal law enforcement authorities in the investigation

of crime. The university will not provide a sanctuary against criminal prosecution.

Recordings

To preserve the private nature of the Conduct Review Process, no participants may make their own recordings of any kind, at any stage of the process, which includes, but is not limited to: educational conversations, informational meetings, and hearings.

Reports of Violations and Notification

Any individual who witnesses or becomes aware of an alleged violation of the Student Code of Conduct should report the violation to Campus Safety & Security, any professional staff member of the Residential Life staff, the vice president of student affairs/dean of students, Equity & Compliance, Community Standards and Conduct, or Student Engagement. Alleged violations may also be reported using one of the forms on the Report It page in jwuLink. Once an alleged violation is reported, an incident report will be prepared describing the nature and circumstances of the incident and the parties involved. Campus Safety & Security and other appropriate departments may conduct further investigation if additional or supplemental information is needed. All incident reports are reviewed in Community Standards and Conduct, and those that warrant action are then referred for an informal warning letter, informal conflict resolution, an educational conversation or a hearing, depending upon the nature of the alleged concern or violation. The types of sanctions the university may impose are described on the Sanctions for Individuals page. The types of sanctions the university may impose on groups are described on the Sanctions for Groups page. Sanctions for groups include, but are in no way limited to, conduct probation, community service, suspension of group privileges, suspension or withdrawal of university recognition, and payment of fines/restitution.

Types of Resolution Options

Informal Warning Letter

An informal warning letter is an email communication from a designated Student Conduct Administrator identifying a concern or issue that can be remedied by informing or reminding the student group of the university’s Rules. Student groups who receive an informal warning letter will not be charged with any violations of the Student Code of Conduct or receive any sanctions.

Educational Conversation

When a student group is referred for an educational conversation, the student group will not be charged with any violations of the Student Code of Conduct or receive any sanctions. However, a designated Student Conduct Administrator will engage the student group in a conversation to ensure that the student group understands the behavioral expectations of Johnson & Wales University. Student groups who fail to attend an educational conversation will receive a hold on their account preventing future registration until they attend an educational conversation.

Acknowledgement of Responsibility

Prior to a hearing, the student group may be asked whether they wish to waive the hearing by acknowledging responsibility. In these cases, the student group will receive an official notification describing the alleged violation(s), the associated charge(s), and the sanction(s) that will be imposed if the student group acknowledges responsibility. Students groups who acknowledge responsibility will not be entitled to an appeal. If the student group acknowledges responsibility for the violation(s)/associated charge(s) but does not agree to the sanction(s), a sanctions-only administrative hearing will proceed, and the student group will not be entitled to an appeal, except as to the sanction(s) imposed. If the student group does not acknowledge responsibility for the violation(s)/associated charge(s), an administrative hearing will proceed.

Sanctions-Only Administrative Hearing

Sanctions-only administrative hearings will be held before a single hearing officer, designated by Community Standards and Conduct.

Prior to the sanctions-only hearing, the student group will receive an official notification describing the alleged violation(s)/associated charge(s), the student group’s acceptance thereof, the sanction(s) outlined in the student group’s charge letter, and the time and place for the sanctions-only hearing. Enrolled students will receive this notification via their JWU email account. Remember that it is the student’s responsibility to check their JWU email account regularly.

The role of the hearing officer will be to consider the proposed sanction(s), the student group's response thereto, the student group's past conduct history, and any other evidence the hearing officer deems appropriate. Character witnesses and character statements will not be considered.

There shall be no appeal from a sanctions-only administrative hearing.

Administrative Hearing

A student group who is formally charged with violating the Student Code of Conduct will be entitled to an administrative hearing, unless the student group accepts responsibility for the violation(s)/associated charge(s). Administrative hearings are held before a single hearing officer, designated by Community Standards and Conduct.

The role of the hearing officer is to consider information provided from the investigation, complainant, group's representative and any witnesses, in order to make a finding of "responsible" or "not responsible."

When a student group is referred for a hearing, the student group's president/captain will receive an official notification describing the alleged violation, the associated charge(s), and the time and place for the hearing. In cases in which a finding of "responsible" may result in withdrawal or suspension of university recognition, a Community Standards and Conduct staff member will notify the group representative of the possible outcome and offer them the opportunity to participate in an informational meeting, ahead of the formal notice of an administrative hearing by the hearing officer. Enrolled students will receive this notification via their JWU email account. Remember that it is the student's responsibility to check their JWU email account regularly.

Generally Applicable Procedures

Community Standards and Conduct and/or the appropriate student conduct administrator will consult the group representative's academic schedule prior to scheduling any meetings or hearings. If there is a legitimate need to reschedule an educational conversation, informational meeting, or hearing, the group's conduct representative must contact Community Standards and Conduct as early as possible before the scheduled date to request rescheduling. Community Standards and Conduct will determine whether the request to reschedule is reasonable. Depending on the circumstances, meetings and hearings may be held in person or via telephone/video conferencing.

Students requesting an accommodation to fully participate in the Group Conduct Review Process must contact Accessibility Services on their respective campus. A representative from Accessibility Services will make a determination regarding the request.

Protective or Interim Measures for all Matters

Protective or interim measures (such as No Contact Orders, room relocations, classroom relocations, interim suspensions, etc.) may be available at any point during the course of the investigation and hearing and will remain in effect until the conclusion of the Conduct Review Process, including any appeals process. The university will complete the Conduct Review Process within a reasonably prompt time frame, usually within 60 days, but this time frame may be extended in certain cases, in which case written notice will be provided to all parties describing the reason for extension.

If a student or student group violates any protective or interim measures or the directions of a university representative to avoid another person or student group, the student or student group will be charged with a violation of the Student Code of Conduct for failure to comply.

Administrative Hearing Procedures

Student groups have the right to participate in the Group Conduct Review Process without having past conduct violations discussed or used when a decision of responsibility is being made concerning a current alleged violation; however, past violations may be considered when determining a sanction for a student group found to be responsible for a violation of the Student Code of Conduct. Student groups have the obligation to participate in the Group Conduct Review Process, as a witness, when asked by a university representative. Complainants are permitted to participate in the Group Conduct Review Process insofar as Community Standards and Conduct determines in its sole discretion that such participation is appropriate (e.g., in cases where it would be helpful to the Conduct Review Process). Community Standards and Conduct may disclose the outcome of the Group Conduct Review Process to the complainant as required or permitted by applicable laws.

Complainants and student groups shall:

- Be advised of the hearing process. For cases that may result in a suspension or withdrawal of university recognition, the student group will be offered an opportunity to have an informational meeting with a Community Standards and Conduct and a Student Engagement staff member prior to the hearing. Student groups have the right to acknowledge responsibility — thus waiving their right to a hearing and appeal — during an informational meeting.
- Be permitted to review the incident report and/or allegations and any supplemental information. In cases that may result in permanent or temporary withdrawal of university recognition, if requested, the university will provide the group's representative with a redacted copy of the unusual incident report related to the complaint; however, the group's representative will be required to agree, in writing, to keep the report confidential.
- Be permitted to submit a written statement, responding to the incident report and/or allegations ahead of the hearing. If a student group wishes to submit a statement, it must be sent directly to the hearing officer no less than one business day (and not less than 24 hours) before the hearing.
- Be accompanied by an advisor of their choice during the hearing and any related meetings. An advisor may not be any person who was involved in the investigation as a reporting party or who is a witness. If Community Standards and Conduct determines there is a conflict of interest related to the advisor, Community Standards and Conduct reserves the right to disqualify an advisor. The student group would then be required to obtain a new advisor. Advisors may attend the hearing with the group representative but cannot participate in any manner. This means, among other things, an advisor may not speak on the student group's behalf, nor ask questions of others; the advisor may observe. If the group representative would like to consult their advisor during the course of the hearing, they may request a brief recess to speak with their advisor privately outside the hearing room. It is in the hearing officer's discretion whether to grant the request. When possible, the hearing officer will make reasonable adjustments in order to accommodate an advisor's schedule. However, the hearing officer is not obligated to reschedule meetings and/or hearings to accommodate the advisor. A student group may select a new advisor in the event of a scheduling conflict. It is the student group's responsibility to correspond with their advisor about the logistics of any meetings or hearings.
- Be permitted to present witnesses with personal, relevant knowledge of the incident; however, the statements of other witnesses, such as character witnesses, will not be considered. Personal knowledge means knowledge gained through firsthand observation or experience. Student groups must provide to the hearing officer the names, contact information, and a brief summary of the information that any witness will present during the hearing no less than 48 hours before the hearing date/time. The hearing officer may choose not to hear from the witness if the information is not relevant, is expressly addressed in the incident report or is redundant. The hearing officer has discretion to decide whether to hear from a witness directly or whether to consider only a written statement of the witness, if the witness is unable to participate in the live hearing. The hearing officer may ask questions of the witness if hearing the witness live. If hearing the witness live, the complainant and respondent may submit questions of the witness for the hearing officer to consider. The hearing officer will decide whether to ask the submitted question(s). The group representative will not have the opportunity to directly question witnesses or other parties. It is the responsibility of the complainant and the student group to arrange for the witness to attend the hearing or to have the witness submit a written statement. All written statements must be submitted directly from the witness to the hearing officer no less than one business day (and not less than 24 hours) before the hearing date/time. Failure of a witness to participate in the hearing does not invalidate the hearing or outcome. The hearing officer may request the attendance of witnesses not proposed by the parties.
- Be permitted to offer relevant evidence. While most relevant evidence should be presented during the investigation, students may submit additional relevant evidence that supports or rebuts the allegations about whether or not there was a violation of the Student Code of Conduct for the hearing officer's consideration; students must submit such relevant evidence to the hearing officer at least 48 hours prior to the hearing date/time. Evidence is relevant if it has any tendency to make

a fact more or less probable than it would be without the evidence and the fact is of consequence in determining a matter in dispute. Relevant evidence may include, for example, documents, e-mails, photographs, receipts, social media posts, texts, timelines, videos, etc. When applicable, any documents provided will be shared with the other parties. Evidence of character, habits, personality, or reputation are not generally relevant to whether a violation of the Student Code of Conduct occurred. The hearing officer has discretion to decide whether the submitted evidence is relevant.

- Be permitted to hear and provide a response to evidence presented during the hearing.
- Be permitted to request a reasonable delay to a hearing. This request will be reviewed by Community Standards and Conduct, which will make a decision in its discretion as to whether the request can be granted or denied.

During the Administrative Hearing:

- A recording of the hearing shall be made, but only if a finding of responsibility could result in withdrawal or suspension of university recognition. The recording may be made available to the appellate officer but only if relevant to the appeal.
- Rules of evidence and/or procedures that are used in criminal or civil court proceedings will not apply.
- Complainants and the group representative may, if they choose, provide opening statements, present any witnesses that have been identified and verified to have relevant knowledge, as outlined above, and provide closing statements. The hearing officer may ask questions of complainants, group representative, and their witnesses.
- Any unexcused failure to attend a hearing will result in the hearing being held in the group's absence. The hearing officer will then make a decision based on the available information, without the benefit of the student group's participation in the hearing.

Outcome

Upon the conclusion of the Administrative Hearing (in which the outcome would NOT result in withdrawal or suspension of university recognition):

- The hearing officer will determine responsibility for the alleged violation(s) using a "more likely than not" standard.
- If the student group is found responsible for one or more violations of the Student Code of Conduct, the hearing officer will determine the most appropriate sanction(s) based on the circumstances of the incidents and the student group's past conduct history.
- The hearing officer or Community Standards and Conduct staff member will prepare the appropriate outcome notification that will outline the findings, sanctions and information regarding the appeal process. This notice will be sent to the group representative's JWU email account.

Upon the conclusion of the Administrative Hearing (in which the outcome MAY result in withdrawal or suspension of university recognition):

- The hearing officer will determine responsibility for the alleged violation(s) using a "more likely than not" standard. If the hearing officer is not a Community Standards and Conduct staff member, the hearing officer will refer the case back to Community Standards and Conduct for sanction consideration.
- If the student group is found responsible for one or more violations of the Student Code of Conduct, Community Standards and Conduct will determine the most appropriate sanction(s) based on, but not limited to, the circumstances of the incidents and the student group's past conduct history.
- A Community Standards and Conduct staff member will prepare the appropriate outcome notification that will outline the findings, sanctions and information regarding the appeal process. This notice will be sent to the student's JWU email account.

Appeal

Except as expressly indicated elsewhere herein, the decision of the hearing officer is final unless it can be demonstrated that one of the following has occurred:

- There is relevant, new information that was not available at the time of the hearing and that reasonably could have altered the outcome of responsibility.
- The Group Conduct Review Process, as outlined, was not followed.

To request an appeal, a student group must submit a request in writing to Community Standards and Conduct. Written appeals must be submitted using the Appeal Request Form. **Only appeals submitted using the online form will be considered.** The request must be submitted within five business days after the date of notification of the outcome of the hearing. The appeal must state clearly the basis for the appeal, and explain how any of these grounds would have reasonably altered the outcome of responsibility. Student groups should include any supporting information or documentation that is relevant to their appeal request. Disagreement with the sanctions imposed shall not constitute grounds for appeal.

For cases in which the hearing officer was a Residential Life staff member, the director of community standards and conduct or their designee will serve as the appellate officer. For cases heard by Community Standards and Conduct staff, the vice president of student affairs/dean of students or their designee will serve as the appellate officer (or, if there is no dean of students, the designee of the campus president). For all Academic Integrity cases, the provost or the provost's designee will serve as the appellate officer.

Upon receipt of the appeal, the appellate officer will review the appeal and case file. There is no option to meet with or present information to the appellate officer. For this reason, it is important that student groups submit sufficient information and documentation along with their appeal. A decision concerning the appeal generally will be available within 10 business days after the appeal has been received. When the appeal review is unable to be completed within the 10-business day time frame, the parties will be notified of the delay and reason for the delay.

The sanction(s) outlined in the outcome notice will not go into effect until the conclusion of the appeal process. If interim measures were placed, those conditions will remain in effect until the conclusion of the appeal process. The appeal will either

- Be denied or
- Be granted, remanding the case back for a new hearing

The decision of the appellate officer will be final. The student group will receive a final written decision from the appeal officer, which will set forth the outcome of the appeal.

Sanctions Approval

Notwithstanding anything to the contrary herein, after the appeal process, if any, is completed or expires, any sanction shall be approved as follows: (1) for a sanction of withdrawal or suspension of university recognition, by the applicable campus vice president of student affairs/dean of students, or such person's designee, and (2) for any other sanction, by the director of community standards and conduct or that person's designee. If the applicable campus vice president of student affairs/dean of students, or director of community standards and conduct, or any such person's designee does not approve the sanction, they have full authority to modify it in any fashion they see fit. It is expected that the sanctions decision will rarely be modified, and the presumption shall be that no modification shall be made. The decision of the applicable campus vice president of student affairs/dean of students, or the director of community standards and conduct, or any such person's designee shall be made in no more than fifteen (15) days and need not be accompanied by any reasoned decision.

At any time in the Conduct Review Process, Community Standards and Conduct or any other university employee involved in this process, may consult with other appropriate university personnel, including a university dean, an associate dean, or some other appropriate personnel.

No Retaliation for All Matters

Retaliation, including intimidation, threats, coercion or discrimination, against any individual who has made a good faith complaint, or who has participated in the Group Conduct Review Process, is unlawful and in violation of university policy. Anyone found to have engaged in retaliation will be subject to disciplinary action up to and including dismissal or termination from the university.

Sanctions for Individuals

If a student is found responsible for a violation of the Student Code of Conduct (p. 62), the student will be given one or more sanctions. Sanctions are designed to help prevent future Student Code of Conduct violations, educate students on appropriate behavior required to succeed in the workplace and live in society, and where appropriate, remedy any damage done.

University Dismissal

Permanent dismissal from the university (noted in the student's education records), which prohibits the student from attending the university (at any campus or learning site, or online) or any university events and from entering or being present without permission on any property of the university. A student who is dismissed from the university will still be responsible for certain tuition and housing charges, subject to any applicable refund policy. Students who are dismissed hereunder shall not be readmitted to the university.

University Suspension

A temporary suspension from the university, which prohibits the student from attending the university (at any campus or learning site, or online) or any university events and from entering or being present without permission on any property of the university. During a university suspension, a community standards and conduct hold is placed on the student's academic record, which prevents the student from registering for classes and/or graduating. Requests for reinstatement after a university suspension will not be granted until all conditions of the suspension have been met and all other sanctions have been completed. Students who receive a university suspension will be provided information regarding the appropriate steps for requesting reinstatement to the university. As with dismissal, a student who is suspended from the university will still be responsible for certain tuition and housing charges, subject to any applicable refund policy. When a student returns from suspension, the student will be placed on conduct probation for a minimum of one semester.

Permanent Removal from Housing

Permanent removal from university housing, which prohibits the student from living or being a guest in any university or campus housing. In the case of removal from housing, the student is required to pay room and board charges for the remainder of the semester during which the removal takes effect.

Temporary Removal from Housing

A temporary removal from university housing, which prohibits the student from living or being a guest in any university or campus housing and from entering into a new housing contract for the duration of the removal. Requests for new housing contracts after a removal are handled by the vice president of student affairs/dean of students, or their designee; a new student housing contract will be permitted only if the student is able to demonstrate to the satisfaction of the vice president of student affairs/dean of students, or their designee, that the student will not engage in any further violations of the Student Code of Conduct, and all other conditions of the removal, if any, have been met and all sanctions have been completed. As with permanent removal from housing, the student will be responsible to pay room and board charges for the remainder of the semester during which the removal takes effect.

Suspension of Privileges

A suspension of privileges, which prohibits the student from participating in specified activities (such as intercollegiate or intramural athletics, campus events, extracurricular activities, student life activities, student leadership positions, student organizations, etc.) or from entering certain university buildings or facilities (such as residence halls, dining centers, university fitness or athletic facilities, certain administrative or academic buildings, parking garages/lots, etc.) or other areas of the university during the period of the suspension.

Interim Suspensions

An immediate, temporary suspension that remains in effect until the Conduct Review Process (p. 64) has been completed, including any appeals process. An interim suspension can be a suspension from the university, housing, a classroom, an academic course, lab, practicum, and/or a suspension of privileges. Interim suspensions are used when the university perceives that

because of the nature of the alleged violation or other factors, an interim suspension is advisable to help protect an individual or the university community, property or the normal operations of the university until the Conduct Review Process has been completed. The university may take into account any prior disciplinary history, any pattern of complaints that may exist, and any other factors the university deems relevant in its sole discretion.

Conduct Probation with Restrictions

Conduct probation with restrictions is a designated period of time in which the student must demonstrate that they will not engage in further violations of the Student Code of Conduct. During this probationary period, the student is restricted from representing the university through programs such as intercollegiate athletics and student leadership positions. Students on Conduct Probation with Restrictions may also be restricted from participating in programs that involve university travel and/or Study Abroad. A student who receives a sanction of conduct probation with restrictions and is involved in an additional incident during their probationary period, may be placed on interim suspension pending the Conduct Review Process and may face more severe sanctions, up to and including university suspension or dismissal.

Conduct Probation

Conduct probation is a designated period of time in which the student must demonstrate that they will not engage in further violations of the Student Code of Conduct. A student who receives a sanction of conduct probation and has subsequent policy violations during their probationary period, may face more severe sanctions, up to and including suspension or dismissal.

Conduct Warning

A warning given to the student, which indicates that additional sanctions will be imposed if the student engages in future violations of the Student Code of Conduct.

Academic Conduct Warning

A warning given to a student, which indicates that additional sanctions will be imposed if the student engages in future academic integrity violations.

Fines

Monetary sanctions, which must be paid by the date specified when the sanction is given.

Restitution

The purpose of restitution is to make good or compensate the university for loss, damage or injury. Restitution can take the form of a monetary payment, the repair or replacement of damaged property, or participation in a campus or community work or service project. Restitution must be completed by the date specified when the sanction is given.

Community Service

Community service includes providing services to the university or a recognized nonprofit agency of the student's choice for a specified number of hours or a particular work or service project. Community service must be completed by the date specified when the sanction is given.

No Contact Order

A No Contact Order is a requirement to avoid another person or persons and not have any direct or indirect contact with such person(s), including email, text messages, mail, telephone, instant messaging, face-to-face contact, social media interactions or any contact through a third party. A No Contact Order requires the student to take action to avoid encounters with the other person(s). In cases where a No Contact Order impacts class, lab or work activities, the student should notify the student's professors and/or supervisors to address any situations that may conflict with the No Contact Order. A No Contact Order may also be imposed as an interim action while a case is pending. If a student fails to abide by the No Contact Order, the student may be placed on interim suspension from the university and will be charged with a violation of the Student Code of Conduct for failure to comply.

Housing Relocation

Required relocation to another room within the university housing system.

Educational Sanctions

In addition to other sanctions, a student found responsible for violating the Student Code of Conduct may be assigned educational sanctions, such as required attendance at an educational program relevant to the violation for which the student was found responsible, reflective/research papers, classes,

seminars, interviews, presentations, projects and/or other creative sanctions. Educational sanctions must be completed by the date specified when the sanction is given.

Parent/Guardian Notification

The university may report alcohol or drug violations to the student's parents or guardians if the student is under the age of 21.

Sanctions for Groups

If a group is found responsible for a violation of the Student Code of Conduct (p. 62), the group will be given one or more sanctions. Sanctions are designed to help prevent future Student Code of Conduct violations, educate the group and its leaders and members on appropriate behavior required to succeed in the workplace and live in society, and, where appropriate, remedy any damage done.

Withdrawal of University Recognition

Withdrawal of university recognition for a group means that the group may no longer exist as a group at the university and that students may no longer participate in that group as members, leaders or otherwise. Any student who continues to participate in or accept members into any group for which the university has withdrawn recognition will be subject to the Conduct Review Process. Withdrawal of university recognition is permanent.

Suspension of University Recognition

Suspension of university recognition for a group means that the group may not exist as a group at the university during the stated period of the suspension, and that students may not participate in that group as members, leaders or otherwise during the stated period of the suspension. Additional conditions may be imposed upon the group's return to the university. Any student who continues to participate in or accept members into any group that the university has suspended will be subject to the Conduct Review Process.

Suspension of Group Privileges

Suspension of a group's privileges includes, but is not limited to, suspension of university funding, holding events and/or meetings, accepting new members, participating as a group in university/campus events during the stated period of the suspension, etc. The group may not participate in any of the suspended privileges during the stated period of the suspension. Any group that continues to participate in any of the suspended privileges during the period of the suspension will be subject to additional sanctions.

Interim Suspension of University Recognition or Group Privileges

This is an immediate, temporary suspension that remains in effect until the Group Conduct Review Process (p. 67) has been completed, including any appeals process. An interim suspension can be a suspension of university recognition or a suspension of group privileges. Interim suspensions are used when the university perceives that because of the nature of the alleged violation or other factors, an interim suspension is advisable to help protect an individual or the university community, property or the normal operations of the university until the Group Conduct Review Process has been completed. The university may take into account any prior disciplinary history, any pattern of complaints that may exist, and any other factors the university deems relevant in its sole discretion. Any student who continues to participate in or accept members into any group that the university has placed on interim suspension (other than as part of the Group Conduct Review Process) will be subject to the Conduct Review Process. For questions regarding interim suspensions, please contact Community Standards and Conduct.

Conduct Probation

Conduct probation is a designated period of time in which the group must demonstrate that they will not engage in further violations of the Student Code of Conduct. A group who receives a sanction of conduct probation and has subsequent policy violations during their probationary period, may face more severe sanctions, up to and including suspension or withdrawal of university recognition from JWU.

Fines

Fines are monetary sanctions, which must be paid from the group's funds by the date specified when the sanction is given.

Restitution

The purpose of restitution is to make good or compensate the university for loss, damage or injury. Restitution can take the form of a monetary payment, the repair or replacement of damaged property, or participation in a campus or community work or service project. Restitution must be completed by the date specified when the sanction is given.

Community Service

Community service includes the group providing services to the university or a recognized nonprofit agency of the group's choice for a specified number of hours or a particular work or service project. Community service must be completed by the date specified when the sanction is given.

Educational Sanctions

In addition to other sanctions, a group found responsible for violating the Student Code of Conduct may be assigned educational sanctions, such as required attendance at an educational program relevant to the violation for which the group was found responsible, reflective/research papers, classes, seminars, interviews, presentations, projects and/or other creative sanctions. Educational sanctions must be completed by the date specified when the sanction is given.

Conduct Warning

A warning given to the group, which indicates that additional sanctions will be imposed if the group engages in future violations of the Student Code of Conduct.

Student Services

This section of the handbook includes academic and community-related services for students enrolled at JWU.

Accessibility Services

Accessibility Services is available on the Providence and Charlotte campuses and for College of Professional Studies students. Please consult a campus handbook for campus-specific information regarding Accessibility Services.

Accommodation of Food Allergies for Culinary and Hospitality Students

The College of Food Innovation & Technology uses numerous foods and food products in its classrooms and laboratories, including, but not limited to, spices, milk, eggs, fish, crustacean shellfish, tree nuts, peanuts, wheat, soybeans, and other potential allergens.

All students are required to meet the essential academic and technical standards of JWU's culinary education program, including, but not limited to, active participation in classes and culinary labs, with or without a reasonable accommodation. The College of Food Innovation & Technology has eliminated two (taste and touch) of the three types of allergic exposures (taste, touch and inhale) through the elimination of taste requirement and the use of gloves. Students with known allergies are required to self monitor and manage their safety to mitigate the risk of an allergic reaction.

Students with airborne food allergies (or any other disability) who would like information on accommodations may contact Accessibility Services. Accessibility Services will work with each student on an individualized, case-by-case basis to determine whether any reasonable accommodations can be made. Due to the technical standards, as well as content requirements, and student-centered educational programming, the university cannot guarantee an allergen-free environment. Foods cannot be removed from the curriculum; therefore, it is critical that you confer with your medical provider about the health risks you may experience and the precautions that must be taken.

Service Animal and Emotional Support Animal Policy and Procedures

I. Scope and Application

A. Johnson & Wales University (JWU) has designed this policy and procedures to comply with Title III of the Americans with Disabilities Act (ADA), the Fair Housing Act (FHA), Section 504 of the Rehabilitation Act of 1973, and other applicable federal and state laws. The policy and procedures serve to ensure that individuals with disabilities who require the use of Service Animals or Emotional Support Animals will receive the benefit of the assistance provided by such animals. All university students and visitors must follow the policy and procedures.

II. Definitions

A. "Emotional Support Animal" means any animal that provides emotional support that alleviates one or more identified symptoms or effects of a person's disability. Such animals may also provide assistance or perform tasks for the benefits of a person with a disability; however, an Emotional Support Animal does not need to be individually trained or certified to perform any disability-related task. Emotional Support Animals are generally animals commonly kept in households for pleasure rather than for commercial purposes.

B. "Service Animal" means any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. The work or tasks performed by the dog must be directly related to the person's disability. Emotional support, comfort, companion, or therapy animals are not considered Service Animals, because they have not been trained to perform specific work or a specific task. Under certain circumstances, a miniature horse may also qualify as a Service Animal to the extent required under applicable law. A dog that is in training to become a Service Animal is also a Service Animal.

C. "Disability" means a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being perceived as having such an impairment.

III. Policy

A. The university does not permit animals in any university buildings or on university transportation except as provided in this policy, as expressly provided elsewhere, or in limited circumstances approved in writing by the applicable campus president or such president's designee. Students who bring unapproved animals into university-owned, operated, or leased buildings or university transportation are subject to disciplinary action up to and including expulsion. JWU generally allows individuals to bring Service Animals to university buildings and transportation to perform work or tasks related to a disability as described elsewhere herein in greater detail. In some cases, Emotional Support Animals that do not qualify as Service Animals under the ADA may be permitted in JWU housing if shown to be necessary to afford a student with a documented disability an equal opportunity to use and enjoy university housing.

B. Procedures Related to All Animals Governed by this Policy

1. All those seeking accommodations covered by this Policy must notify JWU immediately when they know or reasonably should know that they may need or seek an accommodation.
2. The care, handling, and responsibility for any animal under this policy (either a Service Animal or an Emotional Support Animal) on the JWU campus are the responsibility of the owner. Outlined below are expectations for the care, handling and responsibility by the owner:
3. Owners of animals must ensure they are clean, hygienic, in good health, and generally well cared for.
4. Owners are solely responsible for the cost and supervision of their animals, including ensuring and producing proof of: (i) compliance with any laws pertaining to animal licensing and owner identification, (ii) flea prevention, (iii) sterilization (spayed/neutered) for dogs and cats, and (iv) vaccinations for bordetella, distemper, fecal OVA, leptospirosis, rabies, parasite screening with negative result, and any other legally-required vaccinations.
5. Owners are solely responsible for keeping animals under control and taking effective action when they are out of control. Owners are solely responsible for the behavior of their animals, including any and all damage or injury to persons or property caused by the animal. In all cases, owners agree to hold harmless and indemnify the university for any damage or injury to others by their animals. In all cases, owners are solely responsible for their animals' behavior and are subject to disciplinary action for violations of the policy and procedures outlined herein or for violations of other university policies and procedures.
6. Animals must be housebroken or, if not housebroken, must be confined to a cage or pen and must always be contained when the owner is not in the room. Owners are solely responsible for the cleanup of their animals' waste and, when appropriate, disposal of the waste in areas and methods designated by the university consistent with the reasonable capacity of the owners. Waste disposal via university plumbing is prohibited in university academic or administrative buildings and residences. Generally, outside trash receptacles are appropriate. Please check with Residential Life or Facilities staff for additional guidance.
7. Food for the animal must be stored in an airtight container and be kept free of pests.
8. If the animal owner lives on JWU's campus, the animal owner's university residence may be inspected for pests once a semester or more frequently as determined by the university in its sole discretion. If pests are detected, the residence will be treated using a university-approved pest control service. Pest-treatment expenses incurred above and beyond standard pest management in the residence halls will be the sole responsibility of the animal owner. Additionally, cleaning and repair expenses incurred above and beyond standard cleaning and repair are the sole responsibility of the animal owner.

9. Animals may not be left overnight in a residence hall to be cared for by any person other than the animal owner of the particular animal at issue unless Agreement Related to Emotional Support Animals and Service Animals in University Housing is completed and on file with Residence Life.

C. Procedures Related to Service Animals

1. Students who need to have Service Animals on campus must notify Accessibility Services on their campus in advance of bringing the animal to campus. Accessibility Services will determine the appropriateness of a Service Animal based on whether a student has a disability and the role of the Service Animal. Students with Service Animals must review and abide by the university's Care and Responsibility of Service Animals requirements.
2. Visitors to the university should notify the university of the need for a Service Animal in advance of bringing the animal to campus by notifying the Office Special Events & Operations (events@jwu.edu). The visitor may be asked whether the animal is needed because of a disability and what work or task the animal has been trained to perform.
3. Service Animals may travel with their handler anywhere on campus, including but not limited to academic spaces, dining and residence halls, fitness areas, libraries, and offices and clinics, unless the animal (i) poses a direct threat to the health or safety of others; (ii) is disruptive to the university community; or (iii) by its presence, fundamentally alters the program or space. Generally, Service Animals are not permitted in certain locations on campus including but not limited to certain areas where protective clothing is necessary, areas where there is a danger to the animal, custodial closets, laboratories, meal preparation areas, and mechanical rooms.
4. JWU will not require any fees or surcharges for Service Animals in JWU residence halls. However, Service Animals' owners may be charged for damage caused by their Service Animals or pest remediation to the same extent that JWU would charge any person for damage caused to university property or pest remediation.
5. If the Service Animal will reside in a JWU residence hall with its owner, the owner must notify Residential Life in writing that the Service Animal will be present in university housing prior to bringing the animal to campus. Housing personnel will notify any roommates and suitemates of the owner and will make a reasonable effort to notify the residents of neighboring units to where the Service Animal will be located.
6. JWU reserves the right to require removal of a Service Animal for reasons such as the animal becoming consistently disruptive, remaining uncontrolled, appearing uncared for, and/or the student violating the policies or procedures related to Service Animals.

D. Procedures Related to Emotional Support Animals

1. Students seeking to bring an Emotional Support Animal into JWU housing must notify Accessibility Services on their campus in advance of bringing the animal to campus. Accessibility Services will determine the appropriateness of an Emotional Support Animal based on whether a student has a disability and whether the animal constitutes a reasonable accommodation. Students with Emotional Support Animals must review and abide by the university's Care and Responsibility of Service Animals requirements.
2. Any individual requesting an animal will be asked to provide documentation of their disability which supports the need for an Emotional Support Animal. A request for an Emotional Support Animal must be completed for each new academic year, including all required medical documentation and other supporting documents.
3. A request for an Emotional Support Animal may be denied as unreasonable if the presence of the animal (i) imposes an undue financial or administrative burden on the university; (ii) fundamentally alters university housing policies; (iii) poses a

direct threat to the health and safety of others; or (iv) would cause substantial property damage.

4. If the university approves the Emotional Support Animal for housing, the animal generally should be contained in the owner's assigned living space, other than as required to be taken out for natural relief, during which time the animal must be in an animal carrier or controlled by a leash or harness.
5. The owner must notify Residential Life in writing that the Emotional Support Animal will be present in university housing prior to bringing the animal to campus. Housing personnel will notify any roommates and suitemates of the student, and will make a reasonable effort to notify the residents of neighboring units to where the Emotional Support Animal will be located.
6. JWU will not require any surcharges or fees for an Emotional Support Animal in JWU residence halls. However, the animal's owner may be charged for damage caused by the Emotional Support Animal or pest remediation to the same extent that JWU would charge any person for damage caused to university property or pest remediation.
7. A student resident generally will be permitted to have no more than one Emotional Support Animal due to the combined residential living space.
8. JWU reserves the right to require removal of an Emotional Support Animal for reasons such as the animal becoming consistently disruptive, remaining uncontrolled, appearing uncared for, and/or the student violating the policies or procedures related to Emotional Support Animals.

IV. Policy Owners

Associate Dean for Student Life

Associate Dean for Student Counseling, Health, and Wellness

V. Effective Date

A. Original: August 2021

B. Revised: March 2024

Service Animal and Emotional Support Animal Policy and Procedures

I. Scope and Application

A. Johnson & Wales University (JWU) has designed this policy and procedures to comply with Title III of the Americans with Disabilities Act (ADA), the Fair Housing Act (FHA), Section 504 of the Rehabilitation Act of 1973, and other applicable federal and state laws. The policy and procedures serve to ensure that individuals with disabilities who require the use of Service Animals or Emotional Support Animals will receive the benefit of the assistance provided by such animals. All university students and visitors must follow the policy and procedures.

II. Definitions

A. "Emotional Support Animal" means any animal that provides emotional support that alleviates one or more identified symptoms or effects of a person's disability. Such animals may also provide assistance or perform tasks for the benefits of a person with a disability; however, an Emotional Support Animal does not need to be individually trained or certified to perform any disability-related task. Emotional Support Animals are generally animals commonly kept in households for pleasure rather than for commercial purposes.

B. "Service Animal" means any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. The work or tasks performed by the dog must be directly related to the person's disability. Emotional support, comfort, companion, or therapy animals are not considered Service Animals, because they have not been trained to perform specific work or a specific task. Under certain circumstances, a miniature horse may also qualify as a Service Animal to the extent required under applicable law. A dog that is in training to become a Service Animal is also a Service Animal.

C. "Disability" means a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being perceived as having such an impairment.

III. Policy

A. The university does not permit animals in any university buildings or on university transportation except as provided in this policy, as expressly provided elsewhere, or in limited circumstances approved in writing by the applicable campus president or such president's designee. Students who bring unapproved animals into university-owned, operated, or leased buildings or university transportation are subject to disciplinary action up to and including expulsion. JWU generally allows individuals to bring Service Animals to university buildings and transportation to perform work or tasks related to a disability as described elsewhere herein in greater detail. In some cases, Emotional Support Animals that do not qualify as Service Animals under the ADA may be permitted in JWU housing if shown to be necessary to afford a student with a documented disability an equal opportunity to use and enjoy university housing.

B. Procedures Related to All Animals Governed by this Policy

1. All those seeking accommodations covered by this Policy must notify JWU immediately when they know or reasonably should know that they may need or seek an accommodation.
2. The care, handling, and responsibility for any animal under this policy (either a Service Animal or an Emotional Support Animal) on the JWU campus are the responsibility of the owner. Outlined below are expectations for the care, handling and responsibility by the owner:
3. Owners of animals must ensure they are clean, hygienic, in good health, and generally well cared for.
4. Owners are solely responsible for the cost and supervision of their animals, including ensuring and producing proof of: (i) compliance with any laws pertaining to animal licensing and owner identification, (ii) flea prevention, (iii) sterilization (spayed/neutered) for dogs and cats, and (iv) vaccinations for bordetella, distemper, fecal OVA, leptospirosis, rabies, parasite screening with negative result, and any other legally-required vaccinations.
5. Owners are solely responsible for keeping animals under control and taking effective action when they are out of control. Owners are solely responsible for the behavior of their animals, including any and all damage or injury to persons or property caused by the animal. In all cases, owners agree to hold harmless and indemnify the university for any damage or injury to others by their animals. In all cases, owners are solely responsible for their animals' behavior and are subject to disciplinary action for violations of the policy and procedures outlined herein or for violations of other university policies and procedures.
6. Animals must be housebroken or, if not housebroken, must be confined to a cage or pen and must always be contained when the owner is not in the room. Owners are solely responsible for the cleanup of their animals' waste and, when appropriate, disposal of the waste in areas and methods designated by the university consistent with the reasonable capacity of the owners. Waste disposal via university plumbing is prohibited in university academic or administrative buildings and residences. Generally, outside trash receptacles are appropriate. Please check with Residential Life or Facilities staff for additional guidance.
7. Food for the animal must be stored in an airtight container and be kept free of pests.
8. If the animal owner lives on JWU's campus, the animal owner's university residence may be inspected for pests once a semester or more frequently as determined by the university in its sole discretion. If pests are detected, the residence will be treated using a university-approved pest control service. Pest-treatment expenses incurred above and beyond standard pest management in the residence halls will be the sole responsibility of the animal owner. Additionally, cleaning and repair expenses incurred above and beyond standard cleaning and repair are the sole responsibility of the animal owner.
9. Animals may not be left overnight in a residence hall to be cared for by any person other than the animal owner of the particular animal at issue unless Agreement Related to Emotional

Support Animals and Service Animals in University Housing is completed and on file with Residence Life.

C. Procedures Related to Service Animals

1. Students who need to have Service Animals on campus must notify Accessibility Services on their campus in advance of bringing the animal to campus. Accessibility Services will determine the appropriateness of a Service Animal based on whether a student has a disability and the role of the Service Animal. Students with Service Animals must review and abide by the university's Care and Responsibility of Service Animals requirements.
2. Visitors to the university should notify the university of the need for a Service Animal in advance of bringing the animal to campus by notifying the Office Special Events & Operations (events@jwu.edu). The visitor may be asked whether the animal is needed because of a disability and what work or task the animal has been trained to perform.
3. Service Animals may travel with their handler anywhere on campus, including but not limited to academic spaces, dining and residence halls, fitness areas, libraries, and offices and clinics, unless the animal (i) poses a direct threat to the health or safety of others; (ii) is disruptive to the university community; or (iii) by its presence, fundamentally alters the program or space. Generally, Service Animals are not permitted in certain locations on campus including but not limited to certain areas where protective clothing is necessary, areas where there is a danger to the animal, custodial closets, laboratories, meal preparation areas, and mechanical rooms.
4. JWU will not require any fees or surcharges for Service Animals in JWU residence halls. However, Service Animals' owners may be charged for damage caused by their Service Animals or pest remediation to the same extent that JWU would charge any person for damage caused to university property or pest remediation.
5. If the Service Animal will reside in a JWU residence hall with its owner, the owner must notify Residential Life in writing that the Service Animal will be present in university housing prior to bringing the animal to campus. Housing personnel will notify any roommates and suitemates of the owner and will make a reasonable effort to notify the residents of neighboring units to where the Service Animal will be located.
6. JWU reserves the right to require removal of a Service Animal for reasons such as the animal becoming consistently disruptive, remaining uncontrolled, appearing uncared for, and/or the student violating the policies or procedures related to Service Animals.

D. Procedures Related to Emotional Support Animals

1. Students seeking to bring an Emotional Support Animal into JWU housing must notify Accessibility Services on their campus in advance of bringing the animal to campus. Accessibility Services will determine the appropriateness of an Emotional Support Animal based on whether a student has a disability and whether the animal constitutes a reasonable accommodation. Students with Emotional Support Animals must review and abide by the university's Care and Responsibility of Service Animals requirements.
2. Any individual requesting an animal will be asked to provide documentation of their disability which supports the need for an Emotional Support Animal. A request for an Emotional Support Animal must be completed for each new academic year, including all required medical documentation and other supporting documents.
3. A request for an Emotional Support Animal may be denied as unreasonable if the presence of the animal (i) imposes an undue financial or administrative burden on the university; (ii) fundamentally alters university housing policies; (iii) poses a direct threat to the health and safety of others; or (iv) would cause substantial property damage.

4. If the university approves the Emotional Support Animal for housing, the animal generally should be contained in the owner's assigned living space, other than as required to be taken out for natural relief, during which time the animal must be in an animal carrier or controlled by a leash or harness.

5. The owner must notify Residential Life in writing that the Emotional Support Animal will be present in university housing prior to bringing the animal to campus. Housing personnel will notify any roommates and suitemates of the student, and will make a reasonable effort to notify the residents of neighboring units to where the Emotional Support Animal will be located.

6. JWU will not require any surcharges or fees for an Emotional Support Animal in JWU residence halls. However, the animal's owner may be charged for damage caused by the Emotional Support Animal or pest remediation to the same extent that JWU would charge any person for damage caused to university property or pest remediation.

7. A student resident generally will be permitted to have no more than one Emotional Support Animal due to the combined residential living space.

8. JWU reserves the right to require removal of an Emotional Support Animal for reasons such as the animal becoming consistently disruptive, remaining uncontrolled, appearing uncared for, and/or the student violating the policies or procedures related to Emotional Support Animals.

IV. Policy Owners

Associate Dean for Student Life

Associate Dean for Student Counseling, Health, and Wellness

V. Effective Date

A. Original: August 2021

B. Revised: March 2024

Resources for Students with Concussions

This information is provided to help the JWU community understand concussive injuries and the resources available to students. This is intended to serve as a guide following a concussion diagnosis by a qualified medical professional. It is not considered to be medical advice nor is it intended to replace consultation with a qualified medical professional.

Concussions

A concussion is generally defined as a change in brain function following a force to the head. Concussions can be accompanied by a temporary loss of consciousness and subsequent neurologic and cognitive dysfunction. Depending upon the severity, concussions can affect and, at times, severely impact a student's physical, cognitive and emotional well-being. In the context of a student's academic program, a concussion can also affect concentration and memory, and may cause headaches, nausea and dizziness. Most concussions resolve spontaneously within a few weeks to six months. However, students should take the appropriate time to rest for a faster recovery. While physical rest is essential to post-concussive care, cognitive rest may also be necessary.

JWU is committed to helping students with concussions by providing a number of resources to assist them. The following services are available for eligible students:

- **Policies that Protect Students Who Are Injured While Participating in University-sanctioned Events:** Under the university's Attendance Policy, students adversely affected by illness and injury due to participation in a university-sanctioned event will be allowed to make up all necessary work without penalty.
- **Academic Accommodations:** At Johnson & Wales University, Accessibility Services will provide reasonable academic accommodations to eligible students with disabilities. Students must provide appropriate documentation from a medical provider to show that they have been diagnosed with a concussion and are undergoing treatment. Upon receipt of such documentation, Accessibility Services will engage with students on a case-by-case basis in an interactive process to determine the appropriate accommodations. For example, an accommodation plan may include additional time on examinations and copies of classroom notes. Faculty members who have questions or concerns about the

requested accommodation(s) should contact Accessibility Services. Students should contact Accessibility Services as soon as possible after their injury. Students are also encouraged to contact their instructors to determine a plan and timeline for making up missed assignments and/or tests. The Accessibility Services advisor will work with both the student and faculty as necessary.

- **Withdrawal:** Students may choose to voluntarily withdraw if they need to leave school in order to address physical or mental health conditions that impair their ability to function successfully or safely as members of the university community. Students who are considering a withdrawal are encouraged to reach out to Student Academic Services (p. 78) and Student Financial Services (p. 78) and reference the University's Withdrawal policy for more information.
- **If Eligible, Consultation with Athletic Trainers:** After initial consultation with their own medical provider, student athletes who utilize an athletic trainer may reach out to that individual as a resource. For more information, students may also speak with their coach or the director of athletics.
- **Student Counseling Services:** Counseling Services (p. 62) provides confidential services for JWU students undergoing challenging life situations. For more information, students should contact Counseling Services.

Services

Tutorial and Academic Assistance

The university provides complimentary tutorial and academic assistance through the Academic Success Center. Instructional help is also available from faculty members during faculty office hours. SMARTTHINKING is a 24/7 online tutorial program available to all JWU students.

Students With Disabilities

Students with disabilities and/or chronic health conditions requesting accommodations, including housing accommodations, should contact Accessibility Services. Students requesting accommodations will be asked to provide documentation of their disability/health condition, which supports the need for the requested accommodation. Updated documentation to support housing accommodation requests must be submitted to Accessibility Services annually.

Technical Standards

Some programs of study at the university have technical standards. Students with disabilities who require accommodations in order to meet technical standards must contact Accessibility Services.

Service Animals

JWU encourages students who have service animals to notify Accessibility Services. Accessibility Services works with students to communicate with campus partners, including faculty, to provide additional support and accommodations as appropriate. Students with service animals must obtain a copy of the university's Care and Responsibility of Service Animals Procedure. (p. 74)

Emotional Support Animals

Students seeking to bring an emotional support animal into campus housing must meet with an advisor from Accessibility Services to determine if this is a reasonable accommodation. Students will be asked to provide documentation of their disability which supports the need for an emotional support animal. Emotional support animals are not permitted in any area other than the student's assigned residence hall room. Students with an emotional support animal must obtain a copy of the university's Care and Responsibility of Emotional Support Animals Procedure (p. 73).

Review of Accommodation Decisions

Any student with a complaint or grievance about an accommodation decision should submit a written request for review of the decision to the Title IX coordinator (who also serves as the university's nondiscrimination coordinator and Section 504 coordinator), Matthias Rubekeil (matthias.rubekeil@jwu.edu), 8 Abbott Park Place, Providence, RI, 02903, 401-598-2703.

The Bridge for Diversity, Equity & Social Justice

JWU's Bridge for Diversity, Equity & Social Justice advances a universitywide culture of inclusion, safety and discovery. The Bridge supports all members of the JWU community, with a focus on social identities that have been historically underrepresented in higher education.

As a hub for connection, resources, support services, programming and training, the Bridge actively

- Promotes policies and practices that address intersectionality of identities while advancing the JWU culture of inclusion and social justice.
- Offers content consultation, training and collaboration to students, student groups, JWU departments and community partners.
- Provides sexual assault and relationship violence prevention education.
- Offers one-on-one support to students navigating personal identity exploration; experiences of sexual assault, relationship violence or bias; or consultation on programmatic or academic projects.
- Supports and works with the academic colleges.
- Fosters a physical and digital space for learning and connection.

The Bridge is a resource for the JWU community across all campuses: Providence, Charlotte and the College of Professional Studies. For Bridge contact information, as well as location and hours, please consult the JWU Directory. Visit the Bridge webpage or email (bridge@jwu.edu) them for information and resources.

Campus Safety & Security

Please consult a catalog for campus-specific information regarding Campus Safety & Security.

Emergency Procedures

Effective emergency response requires the coordinated efforts of students, staff and faculty. Each member of the Johnson & Wales community should be prepared to act promptly when faced with an emergency. The university has developed an Emergency Management Plan that contains information on building evacuation procedures; emergency responses related to explosions, hazardous materials release and other threatening situations; and actions that should be taken if the campus is in "lockdown" or "shelter-in-place" condition.

This information can be found posted in classrooms or on the JWU Alerts webpage (under "Resources") or a paper copy may be requested at Campus Safety & Security. It is recommended that all students print copies of the Emergency Procedures Quick Reference Guide and Emergency Evacuations and Rally Points to have handy at all times when they are on campus. Rally point locations can be found on [jwuLink](#) (News > Safety & Security). Emergency preparedness involves everyone on campus. Students should do their part by reading all available information. The Emergency Procedures Quick Reference Guide is also published in the Annual Security Report and Annual Fire Safety Report which is available through Campus Safety & Security.

Johnson & Wales University uses the following systems to notify the university community in the event of an emergency:

JWU Alerts Webpage

Should an incident (natural or man-made) occur on or near campus, relevant information will be posted when appropriate on the JWU Alerts webpage and [jwuLink](#) ("Emergency Alerts").

University Email

JWU email accounts are another way the university may communicate with the university community in times of an emergency. Each member of the university community is assigned a JWU email account.

Experiential Education & Career Services

Experiential Education & Career Services (EE&CS) supports the university's mission to maximize student potential by further enriching our academic programs with experiential and work-integrated learning. EE&CS achieves this purpose through a team of qualified career professionals by providing expert advising, an array of career services and strategic partnerships with employers, faculty and staff. The goal is to empower students to

make effective career choices and identify and pursue internships, secure employment and navigate lifelong career direction.

EE&CS offers a variety of internship programs and career services including a career management course, résumé critiques, mock interviews, career fairs, exposure to industry professionals, on-campus interviews and more. These services assist students in building skills to obtain employment and independently manage their careers.

EE&CS components include

- internship opportunities available in all colleges. Internship is designed to provide eligible students with practical work experience in their chosen field of study while they earn academic credit for the experience
- directed experiential education, which offers students an intensive, project-based experiential learning opportunity conducted under the supervision of a faculty member. Experiences are driven by a specific industry-based or functional-area-based project completed for a nonprofit or for-profit partner.
- one-on-one advising and workshops from career professionals who assist with résumé development, networking skills, mock interviews, virtual interviewing practice software, job search strategies and planning for graduate-level programs
- a career management course for juniors that focuses on building customized résumés for individual job opportunities, developing an online professional profile, and gaining effective interviewing skills
- career planning tools and resources including major-specific résumé examples vetted by industry, virtual interviewing practice software, career-related guidebooks, and career and industry research subscriptions
- online job postings by employers who are looking to hire students for part- and full-time jobs (on and off campus) as well as internships
- networking opportunities with employers and industry professionals representing a broad range of fields, who visit campus each year to participate in on-campus interviewing and recruiting events and serve as guest lecturers and classroom speakers

Note: The Experiential Education & Career Services department does not guarantee employment.

Students are encouraged to contact the office of Experiential Education & Career Services for more details. For locations, hours and contact information, please consult the JWU Directory.

JWU Global

JWU Global is comprised of three departments: English Language & Culture Academy (English as a Second Language), the International Student Services Office, and Study Abroad (p. 77).

- The English Language & Culture Academy offers instruction in English for academic purposes in a well-supported environment (Providence Campus only).
- The International Student Services Office offers comprehensive immigration and support services for all JWU international students visiting the U.S. to attend JWU.
- Study Abroad provides international opportunities that foster global competencies and broaden academic perspectives and exchange.

Refer to the JWU Global webpage for further information about international and intercultural opportunities at Johnson & Wales.

Please consult the JWU Directory to find the location of JWU Global on the Providence and Charlotte campuses.

Study Abroad

JWU Global Study Abroad works with all academic colleges on all campuses to offer a rich and varied portfolio of Study Abroad programs during the fall and spring semesters and winter, spring, and summer breaks for JWU students. Students are encouraged to visit the Study Abroad website for program information, online applications and to set up an appointment for Study Abroad advising. Students must meet all eligibility requirements to participate in Study Abroad, including good conduct standing. JWU financial aid and scholarships can be applied for most programs, however, Premiere Programs do not qualify for JWU scholarships or grants. Opportunities exist for all majors, so adding an international experience can distinguish you from other graduates. JWU Study Abroad offers a broad range of affordable

programs with the opportunity for additional external scholarships for some partners to support funding for international experiences.

For more information, in addition to visiting the website, students should contact the appropriate Study Abroad campus resource.

Liability Insurance

Students may be protected by Johnson & Wales University's Commercial General Liability Insurance for liability arising from their activities while acting within the scope of their duties in an internship or experiential education program as required by the university for course curriculum, including travel while using a university vehicle. Any incident involving injury or potential liability should be reported as soon as practical to the university insurance and property risk manager, 8 Abbott Park Place, Providence, RI 02903.

Library

The Johnson & Wales University library network is comprised of the libraries on the JWU campuses in Providence, Rhode Island and Charlotte, North Carolina, and combines traditional library services with a dynamic online information environment tailored to meet the needs of Johnson & Wales students on and off campus. The library on the Providence Campus is the main service provider for the College of Professional Studies.

Using their Wildcat email credentials, online students have 24/7 access to numerous research databases which provide a wide array of e-books, e-journals, maps, reports, images and videos. These resources are further enhanced by JWU participation in a worldwide inter-library loan network through which additional materials may be requested and shared with the requesting student.

Research guides and instructional tutorials developed by JWU librarians are also readily available online to guide the information discovery process. For additional support of student learning, librarians partner with online faculty and instructional designers in order to provide individualized assistance through the course management system. For quick help during library operating hours, online students may chat with a librarian through IM or text message. Library hours are always posted on the Providence Campus library webpage.

Lost and Found

Please consult a handbook for campus-specific lost and found policies.

Student Academic Services

Student Academic Services (SAS) ensures the accuracy, integrity and security of academic records in compliance with institutional policies, as well as related state and federal laws and regulations, while advising students to achieve their educational goals, transition to new academic and social communities, develop sound academic and career goals, and, ultimately, become successful learners.

The team members in SAS provide a variety of services that support our university community's students, faculty and staff. Our core functions are

- academic advising*
- catalog and handbook production
- course inventory administration
- course scheduling
- degree audit configuration
- degree conferral
- diploma services
- document management
- enrollment certification
- grade processing
- registration
- room scheduling
- student academic records
- transcript services
- transfer credit evaluation
- university academic calendar
- veteran certification

Please refer to the following for additional information:

- Academic Advising
- Faculty Course Administration
- Grad Planning System (GPS)
- Registration
- Testing Services

For the locations, hours and contact information of each campus Student Academic Services, please consult the JWU Directory.

Student Financial Services

Financial Aid and Planning

To assist students in meeting their educational expenses, Johnson & Wales University, through the Free Application for Federal Student Aid (FAFSA), offers several types of financial assistance — scholarships, grants, low-interest loans and federal work-study. In many cases, qualified students receive a financial aid offer which may include a combination of these offers. Students are reminded to file for financial aid each year and as soon as possible after October 1 to gain access to the maximum amount of financial aid. There may be a priority filing deadline for state grants.

Financial planners are available to assist students with the FAFSA, which determines eligibility for federal, state and institutional need-based aid. Financial planners also advise students on options to pay for educational expenses after financial aid, including semester payment plans, monthly payment plans and additional loan options.

For assistance in selecting payment options or making financial arrangements to meet educational expenses, contact Student Financial Services at the appropriate campus.

Statement Regarding Tuition and Fees

Solely for avoidance of doubt, the tuition and fees students pay the university will not be discounted, irrespective of any changes in the manner or mode of learning or changes to any activities, events or programs (including revision, postponement or cancellation of same) at any time during the academic year; the manner or mode of learning could include on-ground learning, remote learning or a combination of the two; it could include fewer classes or restructured classes, and it could include changes mid-semester (as just a few examples of possible changes). Please understand that the university, like other schools, is subject to multiple factors outside of its control, including effects stemming from the pandemic and applicable local, state and federal law and guidance related to the pandemic, which factors could significantly alter, limit or curtail our operations.

Student-Alumni Relations

Alumni Relations provides opportunities for students to network with alumni through the **Student Alumni Association (SAA)**. The purpose of SAA is to engage current students as "*students today and Wildcats forever.*" This is accomplished through specialized programming and activities designed to foster pride, spirit and traditions, while educating students about philanthropy and alumni involvement.

Alumni Relations also facilitates campus initiatives and programs in which students can interact with alumni and build their professional networks.

For more information and to join the Student Alumni Association, please email the Alumni Relations office at JWU Alumni (contact@alumni.jwu.edu).

Tutoring Services for Online Students

The College of Professional Studies (CPS) provides tutoring support geared specifically to students enrolled in the college's courses. Support is provided via phone, web conferencing and email.

CPS Writing Support: Students receive support for completing research and writing assignments, with a focus on developing the writing skills that are important to employers.

CPS Quantitative Skills Support: Students receive support for math, accounting, finance and Excel courses.

Students also have access to Tutor.com, an online tutoring support service available 24 hours, seven days a week. Tutor.com offers live and virtual support in many subject areas.