Section 226d Reporting – Macomb Community College

Macomb Community College regularly reviews the policies and procedures that impact the college community to ensure compliance with federal and state laws and regulations. In accordance with this practice, several policies were updated in 2021. Policies are reviewed and updated by college leadership and general council with final approval from the Macomb Community College Board of Trustees. The college engaged leaders from across the college to make sure that language included in these policies was clear and concise for the students, faculty, staff and external community. The Board of Trustees had two readings of these updated policies and the policies below were approved:

- Expressive Activity
- Student Code of Conduct
- Equal Opportunity/Non-Discrimination, Anti-Harassment, Title IX, Disability Accommodation, Anti-Fraud and Non-Relations/Whistleblower Policy
    - Non-Discrimination
    - Anti-Harassment
    - Hostile Environment Harassment
    - Sexual Harassment
    - Title IX
    - Disability Accommodation/Anti-Discrimination
    - Anti-Fraud
    - Anti-Retaliation/Whistleblower
- Complaint Procedure

The most recent version of these policies are included in the subsequent pages of this report. Macomb Community College takes its' commitment to protecting students, staff and faculty rights very seriously. The college is also committed to transparency and therefore policies are routinely updated on the college website with links directly to the policy language and the staff contacts needed to take action with these policies. These can be found at: https://www.macomb.edu/about-macomb/college-policies.

Expressive Activity

I. Purpose of policy. The purpose of the policy is to promote the free exchange of ideas and the safe and efficient operation of the College by:

- Fostering free speech, assembly, and other expressive activities at publicly accessible outdoor areas of any College campus, regardless of the viewpoint being expressed;
- Maintaining an appropriate educational and work environment for all persons present on college property; and
- Protecting and maintaining the security of college property, students, employees and visitors.

In developing and administering this policy, the College recognizes the freedoms guaranteed by the United States and Michigan constitutions, including freedom of speech and assembly. The College also recognizes the need to preserve and protect its property, students, guests and employees, and to ensure the effective operation of educational, business and related activities of the College.

Expressive activities on the College's campus may be subject to reasonable regulation with regard to the time, place and manner of the activities. College employees will not consider the content or viewpoint of expressive activities when enforcing this policy, including by restricting students' expression based on concerns about other person(s)' negative reaction to the expression. No policy can address every possible activity or situation that may occur on college property, and the College reserves the right to address such situations as circumstances warrant.

This policy does not apply to use of College facilities or grounds for official events sponsored by the College. Expressive activities carried out under this policy will not be considered to be speech made by, on behalf of, or endorsed by the College.

II. Scope. This policy applies on all College campuses. This policy does not apply to use of any area of any College campus by College employees who are acting in the course of their job responsibilities. This policy shall not apply to any person or organization desiring to advertise or sell merchandise or services for commercial purposes on campus. Any person or organization desiring to sell or advertise merchandise or services on campus should contact the Vice President, College Advancement & Community Relations, or designee.

III. Expressive Activity Defined. "Expressive Activity" is defined as the carrying or displaying of signs or placards, leafleting, campaigning, marches, rallies, parades, demonstrations, protests, assemblies, speeches, circulation of petitions, and/or any public demonstration on College grounds.

IV. Expressive Activity for Enrolled Students and Registered Student Groups

A. **General Access:** Registered students and student groups may use, without prior notification or permission, any publicly accessible outdoor area of any College campus except parking lots, garages and driveways. Federal, state and local laws will be enforced, as applicable. The use of walkways or other common areas may not block the free passage of others nor impede the regular operation of the College.

Use of the publicly accessible outdoor area may include speaking, non-verbal expression, distributing literature, displaying signage and circulating petitions. There is no limit to the number of times a month a person or group may access these areas, provided that access is limited to hours when the College is open to the public.

During work and class hours, or if the area is currently in use for an official College event, amplification will be restricted if it interferes with College operations or noise ordinances are violated.

B. **Large groups**: Except in the circumstances described below, any person or group whose use of an outdoor area for demonstration, protest or distribution of literature is expected or reasonably likely to have more than fifty (50) people in attendance shall notify the Vice President, Student Services, or designee (hereinafter "Vice President, Student Services") at least two (2) business days before the day of the activity. Notification may be submitted in person at the Student Life and Leadership office located at either South Campus (K Building, Room 251) or Center Campus (P Building, Room 127), or online through the following link https://app.perfectforms.com/player.htm?f=RgmFggQj. Notification shall include information as to the specific location requested to be used for the event and the estimated expected number of persons, and the name and contact information of at least one person who can be contacted regarding logistics of the event, which should include at least one person who will be personally present.

Prior notice is to help ensure that there is sufficient space for the large group event, that the large group event does not conflict with any other College event or use, and that sufficient College resources are available for crowd control and security. If such advance notice is not feasible because of circumstances that could not be reasonably anticipated, such as because of very recent or still-unfolding news developments, the person or group must provide the College with as much advance notice as circumstances reasonably permit.

The College may direct groups that exceed 50 individuals to areas that do not

interfere with College operations, public safety, the educational process, and unobstructed access to the College for its students, faculty, employees and occupants.

C. **Reserved Space:** In addition to the general right of access to outdoor areas of campus described above, any registered student or student organization may seek to reserve the use of specific outdoor areas by contacting Student Life and Leadership located at either South Campus (K Building, Room 251) or Center Campus (P Building, Room 127). Requests by a registered student or student organization to reserve such area or space shall be made at least five (5) business days before the event. A request will be granted unless it would conflict or interfere with a previously scheduled event or activity or violate College policy.

   A student or student organization that has reserved a specific area or space under this policy will have priority over any other persons seeking to use the area or space during the scheduled time period. Any decision denying a request will be promptly communicated (within 48 hours of receiving the request) in writing to the requester and will set forth the basis for the denial.

   The content of the anticipated speech or other expressive activity will not form the basis for a denial.

V. Expressive Activity by College Visitors.

A. **Requests to Engage in Expressive Activity.** Members of the public who are not registered students or student organizations must receive a permit before engaging in Expressive Activity on any College campus. Requests to schedule Expressive Activity on the College grounds shall be made to the Vice President, Student Services. Requests may be submitted in person at a Student Life and Leadership office located at either South Campus (K Building, Room 251) or Center Campus (P Building, Room 127), or online through the following link https://app.perfectforms.com/player.htm?f=RgmFggQj.

B. **Process**. Requests must be made in writing to the Vice President, Student Services during regular business hours at least 48 hours prior to any Expressive Activity on a form supplied by the College. Each request shall be in writing and shall contain the following information:

   1. Name/address/telephone number(s) of contact person(s).
   2. Name/address/telephone number(s) of back-up contact person(s).
   3. Date and hours requested for the expressive activity and duration of the expressive activity.
   4. Area requested for use.

5. Number of anticipated participants.
6. Structures to be used in the expressive activity.

In order to assure the reasonable conduct of public business, the educational process, unobstructed access to the College for its students, faculty, employees, occupants and the public, and to maintain public safety and College grounds, the Vice President, Student Services, has been delegated the authority to approve, modify or deny an application for expressive activity. The Vice President, Student Services, will not take the content of the speech into consideration when approving, modifying or denying an application. All decisions by the Vice President, Student Services, required under these procedures shall be made promptly, but no later than 24 hours after receiving the written request.

C. **Appeal.** If a person or organization is aggrieved by a decision of the Vice President, an appeal may be taken to the Vice President, College Advancement and Community Relations, or designee, within three (3) College business days of that decision. The appeal shall be in writing, stating the basis therefore, and the relief sought. The Vice President, College Advancement and Community Relations, or designee, shall promptly announce their decision.

VI. Rules. Use of College grounds is subject to the following:

A. In order to maintain the security, safety and aesthetic appearance of the College and College grounds, and to provide for regular maintenance, improvements or alterations, Expressive Activity on the College grounds may occur only between the hours of 8:00 a.m. and 8:00 p.m. and shall at no time block any entrance or exit of the buildings, or impede free access to the buildings or parking lots by its students, faculty, employees, occupants or the public.

B. No activity shall substantially impede or interfere with College business, the educational process, or public access to College grounds.

C. To provide for regular maintenance, improvements or alterations of the College grounds and in order to maintain the security, safety and aesthetic appearance of the College and College grounds, equipment, signs, banners or structures of any kind that are placed on the College grounds shall be free standing and shall not be affixed to any building, tree, monument, fixture or other College structure. The equipment, signs, banners or structures shall be entirely removed at the conclusion of the expressive activity, or no later than 8:00 p.m. on any day of any Expressive Activity. Structures (whether for shelter or for any other purpose) must be pre-approved by the Vice President, Student Services.

D. Due to the presence of underground utility, electrical and drainage lines, signs, banners or other objects shall not be driven into the ground; nor shall they be supported in or by any tree, monument or other structure affixed to the College

grounds. Signs, banners or objects supported by freestanding devices may not be left unattended, i.e., an individual must be stationed within six feet of a freestanding sign or banner at all times to prevent damage to the property and injury to individuals.

E. Defacing or damaging the College grounds, including but not limited to trees, shrubbery, flowers, lawns, sidewalks, parking lots, fences, lighting fixtures, light wells, fire hydrants, benches, statues, monuments, plaques, and such subterranean features as are necessary for the maintenance and operation of the College (such as lawn sprinkler systems, sewer and water mains, electrical conduit, etc.), or any other feature is not allowed. Likewise, defacing or damaging the exterior walls and surfaces of the buildings, including the entrances, porches and staircases, is not allowed.

F. Stepping or climbing upon statues, monuments, fences, lighting fixtures, light wells, trees, or parts of the College building not intended for such purposes is not allowed.

G. No sign located within 50 feet of a roadway, entrance or exit shall be larger than 3' x 3', and no sign shall block the sight lines of drivers entering or exiting the College grounds or traveling on a public roadway around the College.

H. Vehicles are not allowed on the College grounds, except in areas designated for vehicular use.

I. Camping or sleeping overnight on the College grounds is not allowed.

J. Alcoholic beverages or any other controlled substance shall not be possessed, dispensed, or consumed on the College grounds.

K. Individuals distributing literature shall remove all discarded items from the general area(s) of distribution at the conclusion of their activity.

L. Firearms, or other weapons are not allowed on campus.

M. All persons must comply with all College policies, Campus Rules and Regulations, and local, state and federal ordinances and statutes.

N. Expressive Activity inside College buildings is prohibited.

O. Distribution/solicitation by placing any material on vehicles in the parking lots or garages is prohibited. Leaving trash, litter, materials or pollutants in any area is prohibited.

VII. Enforcement. The College reserves the right to stop any activity that substantially interferes with or disrupts the normal activities of the College; interferes with the educational process; or violates any of the conditions covering expressive activity under this policy. Any person who violates this policy may be subject to an order to leave College property. Employees in violation of this policy may be subject to discipline, up to and including

termination. Students in violation of this policy may be subject to discipline under the applicable Code of Conduct.

Approved by the Board of Trustees
Macomb Community College
December 20, 2017
Updated pursuant to Board authorization (6/17/19)

Student Code of Conduct

CODE OF STUDENT CONDUCT

Macomb Community College ("The College") aspires to create an academic environment grounded in intellectual discovery guided by rational discourse and civility. This Code of Student Conduct ("Code") is designed to ensure that current and prospective students and student organizations conduct themselves in a manner consistent with these pursuits.

This Code creates expectations of student conduct, sets forth a fair process for determining responsibility when student behavior may have deviated from those expectations, and provides appropriate sanctions when a student or registered student organization violates this Code. Effort will be made to balance the needs and rights of individuals with the welfare of the College community as a whole.

APPLICABILITY OF STUDENT CODE

This Code is designed to address conduct that occurs on campus (including during virtual or online classes, meetings, presentations or seminars), at College-sponsored activities, during College classes (including virtual classes and laboratories), or on College-sponsored trips. It also applies to conduct that occurs off College premises when the conduct adversely affects the College community, its mission and/or the pursuit of its objectives. This Code may apply to a student's conduct even if the student withdraws from school while a conduct matter is pending. Registered student organizations are also subject to the Code of Conduct. The Dean of Student Success, or designee, has discretion to decide whether and how the Code will apply.

Any person impacted by the misconduct of a student or student organization on College premises, at College-sponsored activities, or on College-sponsored trips may bring a complaint under this Code.

PROHIBITED CONDUCT

The following is a non-exclusive list of prohibited conduct. Engaging in the conduct falling within the categories listed below could invoke the Resolution Process and/or sanctions outlined below.[1]

1 - Violation of some of these rules may also violate other College policies, such as the College's Title IX policy.

1. **Abuse of Resolution Process**. Actions that interfere with the Complaint or Resolution process outlined in this Code or any College policy, including the College's Title IX policy. Examples include, but are not limited to, falsifying information, giving false testimony, destroying or concealing information, trying to discourage someone from participating in the grievance or resolution process.

2. **Alcohol**. Furnishing, using and/or possessing alcoholic beverages on College property, except as expressly authorized by Section 1.C of the College's Rules and Regulations, or being under the influence of alcohol on College property, College trips or at College events. Possession shall consist of having an open or unopened container of alcoholic beverage on the person, or an open container of alcoholic beverage in the vehicle of occupancy.
3. **Bullying and Cyberbullying**. Repeated and/or severe behaviors that intimidate or intentionally harm another person physically or emotionally and are not protected by the First Amendment.
4. **Damage and Destruction**. Intentional, reckless and/or unauthorized damage to or destruction of College property or the personal property of another.
5. **Disrespectful Behavior**. Abusive or inappropriate behavior, which may include but is not limited to shouting, using profanity or crude language, or engaging in discourse that does not meet acceptable standards of civility whether verbal or written.
6. **Disruptive Behavior**. Obstruction or disruption of College operations and/or the educational environment, including obstruction or disruption of teaching, research, administration, other College activities, and/or other authorized non-College activities which occur on College-owned or –controlled property, or off-campus conduct that adversely affects the College community and/or the pursuit of its objectives, including in the virtual/remote environment.
7. **Drugs**. Use, possession, manufacture, distribution, or sale of illegal drugs and/or controlled substances, except as expressly permitted by federal law. Marijuana cultivation, distribution, possession or use is not permitted on campus.
8. **Failure to Comply**. Failure to comply with the reasonable directives of College officials or law enforcement officers during the performance of their duties, or failure to identify oneself to College officials or law enforcement officers when requested to do so.
9. **Financial Aid Fraud**. Attempted or actual financial aid fraud, or corresponding behaviors designed to secure a monetary benefit for which one is not entitled.
10. **Fire Safety**. Violation of local, state, federal or campus fire policies including, but not limited to:
    - Intentionally or recklessly causing an unauthorized fire;
    - Failure to evacuate a College-controlled building during a fire alarm;
    - Improper use of College fire safety equipment; or
    - Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on College property

11. **Gambling**. Gambling as prohibited by the laws of the State of Michigan (excludes approved charitable fundraising activities).
12. **Harassment**.

Hostile Environment Harassment. Verbal, non-verbal, and/or physical conduct that is (a) based on race, color, sex, age, religion, national origin, ancestry, height, weight, sexual orientation, pregnancy, disability, genetic information, familial status, marital status, military status, veteran's status, gender identification or expression, or any other status or characteristic protected by applicable law, is severe or pervasive, and (b) either (i) objectively creates an intimidating, hostile, or offensive work or academic environment, or (ii) unreasonably interferes with an individual's work, education or participation in any College course, program or activity[2]

2 - Pursuant to Department of Education Regulations, the definition for sexual harassment under Title IX is different The definition of harassment under Title IX is set forth in the Title IX grievance procedure.

Sexual Harassment. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- Submission to sexual conduct is an explicit or implicit term or condition of an individual's employment, grade or status in a College course, program or activity;
- Submission to or rejection of sexual activity is used as the basis for any employment, academic or athletic decision; or
- Sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature either (a) objectively creates an intimidating, hostile, or offensive work or academic environment, or (b) unreasonably interferes with an individual's work, academic or athletic performance or opportunities.

  The following are examples of unwelcome conduct that may, depending on the circumstances, constitute or contribute to a finding of sexual harassment:

- Physical assault, including but not limited to unwelcome touching, patting, hugging, or brushing against a person's body;
- Sexual misconduct, exploitation or assault;

- Explicit or implicit threats that submission to sexual advances will be a condition of employment, work status, promotion, grade, recommendation or other benefit;
- Repeated propositions of a sexual nature that are unwelcome, intimidating or bothersome to the recipient;
- Pressure for sexual activity, an element of which may be conduct such as unwanted staring that would discomfort or humiliate a reasonable person; or
- An unwelcome pattern of conduct (not germane to the subject matter of a course if one is involved) that (a) has the purpose or effect of discomforting and/ or humiliating a reasonable person, and (b) involves one or more of the following:
  (i) comments of a sexual nature; (ii) sexually explicit statements, questions, jokes, or anecdotes; (iii) remarks of a sexual nature about a person's clothing or body; (iv) remarks about a person's past or present sexual activity; or (v) staring or leering at a person's body parts.

13. **Harm to Persons**. Intentionally or recklessly causing physical harm to others, endangering the health or safety of others, or restraining another person against his or her will.
14. **Hazing**. Any mental or physical action, requirement or request placed upon any person, including but not limited to a pledge, associate member, affiliate, prospective member, guest, initiate or team member which is harmful to the health, welfare or academic progress of the person, or which is personally degrading to the individual involved. Apathy or acquiescence in the presence of hazing are considered violations of this policy. A person's consent to hazing is not an excuse under this policy.
15. **Health and Safety**.
    A. Creation of health and/or safety hazards (dangerous pranks, hanging out of or climbing from/on/in windows, balconies, roofs, etc).
    B. Failure or refusal to comply with College rules or policies related to health and safety, such as classroom/laboratory safety procedures, or State or College mandates concerning the prevention or limitation of communicable diseases (e g mask-wearing or social-distancing rules without a valid excuse).
16. **Illegal Discrimination**. Any act that (a) is based upon an individual or group's actual or perceived protected status, including race, color, sex, age, religion, national origin, ancestry, height, weight, sexual orientation, gender identification or expression, pregnancy, disability, genetic information, familial

status, marital status, military status, veteran's status, or any other status protected by applicable law, and (b) limits, denies or adversely affects a person's ability to participate in or benefit from a College educational program or activity.

17. **Improper Computer or Device Usage**. Violation of the College's Acceptable Use of Information Technology Policy.
18. **Indecent or Obscene Behavior**. Deliberately and publicly exposing one's intimate body part(s), public urination, defecation, and/or public sex acts.
19. **Invasion of Privacy**. The use of any device to capture audio, video, or digital recordings or photographs of any person while on College- controlled property or at a College-sponsored event or trip where there is a reasonable expectation of privacy (e g restrooms, locker rooms).
20. **Marijuana**. Use, possession, manufacture, or distribution of marijuana on campus.
21. **Prescription Medications**. Abuse, misuse, sale, or distribution of prescription or over-the-counter medications.
22. **Providing False Information**. Furnishing or possessing false, falsified or forged materials, documents, accounts, records, identification or financial instruments; or knowingly making a false report of alleged misconduct under this or any other College code or policy.
23. **Retaliation**. Taking adverse action against or mistreating someone because they made, or are considering making, a good faith complaint under this Code or another College policy, or because they participated, or are considering participating, in a College investigation, grievance process, hearing or trial. For example: threatening, mistreating or harassing someone because they filed a report, are thinking about filing a report, or is a witness in an investigation or hearing.
24. **Sexual Exploitation**. Taking sexual advantage of another person without consent, including but not limited to causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage; causing the prostitution of another person; recording, photographing, or transmitting images of private sexual activity and/or the intimate parts of another person without consent; allowing third parties to observe private sexual acts; and/or knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection or disease.
25. **Sexual Misconduct**.

    . **Dating Violence**: Violence committed by a person, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of

relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

A. **Domestic Violence**: Violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is cohabiting with, or has cohabited with the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Michigan, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Michigan. Allegations of child abuse under Michigan law shall also be referred to Children's Protective Services or local law enforcement.

B. **Sex-Based Stalking**: Engaging in a course of conduct on the basis of sex 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.

   For the purposes of this definition:

   i. *Course of conduct* means two or more acts, including, but not limited to acts in which Respondent 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.
   ii. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the Complainant.
   iii. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

C. **Sexual Assault includes any of the following**;

   i. **Sexual Offenses, Forcible**: Any sexual act directed against another person without the consent of the Complainant, including instances in which the Complainant is incapable of giving consent:

1. 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 the consent of the Complainant.
2. Oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensual), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
3. The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
4. The touching of the private body parts of another person (buttocks, groin, breasts), for the purpose of sexual gratification, forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

ii. **Sex Offenses, Non-forcible, Includes Any of the Following**:

1. **Incest**: Non-forcible sexual intercourse between persons who are related to each other, within the degrees wherein marriage is prohibited by Michigan Law.

2. **Statutory Rape**: Non-forcible sexual intercourse with a person who is under the statutory age of consent of 16 years of age.

26. **Stalking**. A willful course of conduct that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, harassed, or molested.
27. **Taking Property**. Intentional and unauthorized taking of College property or the personal property of another, including goods, services and other valuables.
28. **Intimidating or Threatening Behaviors**. Written or verbal conduct that causes a reasonable fear of harm to self or others and/or damage to property.
29. **Unauthorized Access, Entry or Use**.

    . Unauthorized access to any College building or vehicle, or any unauthorized possession, duplication or use of means of access to any College building or vehicle (e.g. keys, cards, etc.).

    A. Misuse of access privileges to College premises or unauthorized entry to or use of buildings, including trespassing, propping or unauthorized use of alarmed doors for entry into or exit from a College building.

    B. Unauthorized use of College facilities supplies or equipment.

30. **Use of Tobacco, E-Cigarette or Vaporizer**. Using tobacco, e-cigarettes or vaporizers on campus.
31. **Violation of Academic Integrity Policy**. Students are expected to adhere to the academic integrity policy and guidelines set forth by the chief academic officer of the College (i.e. provost). Multiple violations may result in review by the Dean of Student Success in consultation with the provost or their designee for sanctioning.
32. **Violations of Law**. Violation of any federal, state, local, or other applicable law.
33. **Weapons Possession or Use**. Possession of firearms, tasers, stun guns, explosives, weapons, or dangerous chemicals on College premises (even as permitted by law), and/or use of any such item in a manner that harms, threatens or causes fear to others.

POTENTIAL SANCTIONS FOR VIOLATING OR NOT FOLLOWING RULES

The following are examples of sanctions that may be imposed against individual respondents or student organizations found responsible for committing Prohibited Conduct or otherwise violating this Code:

1. **Counseling**. A documented discussion with the Dean of Student Success, or designee (hereinafter "Dean"), designed to help Respondent understand why their conduct is concerning and how to improve their conduct in the future.
2. **Warning**. Written notice that continuation or repetition of prohibited conduct may be cause for additional or increased sanctions.
3. **Probation**. A written reprimand specifying the violation for which the student is held responsible, along with a statement indicating that the student is on probation for a specified period of time. The College may impose terms of probation, such as specific things the student or student organization must do or accomplish while on probation, or for probation to expire. Students on probation are not considered to be in good standing with the College. A student who commits a further offense while on probation, or who does not fulfill the terms of his or her probation, may have their probation extended, or have additional or increased sanctions imposed.
4. **Restrictions and Loss of Privilege**. Denial or restriction of certain privileges for a designated period of time.
5. **Suspension**. Separation from one or more classes, activities, programs, campuses, buildings, or from the College altogether, for a defined period of time or until specified conditions are satisfied. The College may defer a suspension, meaning that the suspension will occur only if prescribed conditions are not timely satisfied.
6. **Expulsion**. Permanent separation of the student from the College.
7. **Restitution**. A directive requiring Respondent to reimburse or compensate the victim or the College for any loss, damage, or injury Respondent caused. This may take the form of appropriate service and/or monetary or material replacement.
8. **Other Sanctions**. Work assignments, community service, academic counseling, substance abuse counseling, restorative solutions, or other discretionary sanctions to help the student learn and improve.
9. **No Contact**. A restriction where Respondent is directed in writing to have no contact of any type with a particular individual or individuals.
10. **Withholding Degree or Certificate**. The College may withhold awarding a degree otherwise earned until the completion of the process set forth in this Code, including the satisfactory completion of any sanctions imposed.

The type and severity of the sanction will depend on the severity of the offense and/or Respondent's disciplinary history.

CONCERN AND COMPLAINT PROCEDURE

Written complaints alleging violations of this Code may be submitted through the Online Complaint Form, or with the Office of Student Conduct at studentconduct@macomb.edu or 586.445.7573. Alleged Title IX violations should be reported to the College's Title IX Coordinator or by submitting complaints to the Title IX Online Complaint form.

If possible, Complaints should identify supporting evidence, include the name(s) of all known witnesses or others who may have information concerning the alleged conduct, and set forth all known facts about the incident.

There is no time limit by which complaints must be submitted after an incident. However, the ability of the Office of Student Conduct to fully investigate an incident is impacted by how much time has elapsed since an incident occurred.

Complaints that are submitted anonymously will be reviewed; however, anonymity may limit the ability of the Office of Student Conduct to fully investigate an incident.

RESOLUTION PROCESS

Alleged violations of this Code will be resolved through the Resolution Process set forth below.

1. **Initial Investigation**. The Dean of Student Success or designee (hereinafter, "Dean") will review the complaint or report of alleged misconduct and may:
    a. Investigate and/or gather information;
    b. Close the case due to lack of information, or because the behavior alleged does not, in the Dean's discretion, represent a Code violation or warrant sanction;
    c. Issue an interim suspension, no-contact order or other remedy designed to protect health and safety while the Resolution Process proceeds;
    d. Ask Respondent to attend an Informational Meeting;
    e. File formal charges;
    f. Refer the matter to the Title IX Coordinator, Campus Police, a College administrator or other civil authority; or
    g. Take other appropriate action, such as attempting to resolve the matter by Mutual Consent, or by referring one or more involved individuals to the behavioral intervention team
2. **Informational Meeting**. The Informational Meeting provides Respondent and the Dean an opportunity to meet each other and discuss the situation. During

the meeting, the Dean will discuss the complaint allegations and potential remedies with Respondent, and Respondent will have an opportunity to share their side of the story, identify potential witnesses or bring forward evidence. The meeting will help the Dean determine whether to conduct additional investigation, dismiss the complaint, propose or recommend Resolution by Mutual Consent, or file charges.

A Respondent who is unwilling or unable to attend the Informational Meeting may submit a written statement responding to the allegations. The written response must be received at or before the time of the scheduled Informational Meeting.

3. **Further investigation**. If, at any time, the Dean determines more investigation is warranted, the Dean or investigator handling the matter will attempt to gather additional information/evidence. Investigation may lead to additional or different charges, dismissal of charges, another Informational Meeting, an offer of resolution by Mutual Consent, or a decision to call for a panel hearing.

4. **Formal Charge(s)**. If a decision is made to file formal charges, the Dean will issue a Formal Charge document that notifies Respondent of the specific Code violation with which Respondent is charged and a recommended sanction. Respondent may either (a) accept responsibility and sanctions imposed by the Dean; (b) accept responsibility and request a hearing to address the propriety of the sanction; or (c) deny responsibility and request a hearing to determine responsibility and sanction.
   In the event that Respondent does not make an election of one of the three options available within ten (10) calendar days from the date of the letter, the charge and sanction set forth in the Formal Charge letter becomes final.

5. **Mutual Consent**. At any time during the Resolution process, but before a ruling on appeal is issued, the College and Respondent may resolve the matter by Mutual Consent. This means that Respondent and the Dean voluntarily agree upon a finding of responsibility and sanction. A resolution by Mutual Consent ends the Resolution process, without the possibility of a hearing or appeal.

6. **Hearing**. A hearing is a chance to have a three-person Hearing Panel hear evidence and decide (a) whether Respondent should be held responsible for a Code violation; and (b) the propriety of the sanction recommended by the Dean.

    a. **Availability**. A hearing is available when Respondent (a) is subject of a Formal Charge; (b) timely disagrees with the finding of responsibility and/or sanction imposed; (c) timely and properly requests a hearing; and (d) the matter was not resolved by Mutual Consent.

b. **Requesting a Hearing**. Respondent must submit a completed Request for Hearing form within 10 calendar days of the date the Charge Letter was issued.

c. **Notice of Hearing**. At least five days before the hearing is scheduled, the College will notify Respondent of the date, time and location of the hearing.

d. **Hearing Panel**. A Hearing Panel will consist of one member of the faculty, one current College student, and one current College employee.

e. **Hearing Moderator**. The Dean, or designee, shall act as a Hearing Moderator The Hearing Moderator will attend the hearing to address questions and facilitate a fair, orderly process The Hearing Moderator does not make findings or vote on the remedy.

f. **Consolidation**. The Hearing Moderator shall have discretion to consolidate the hearing with other cases that, in the discretion of the Hearing Moderator, arise out of the same or similar event(s).

g. **Failure to Appear**. If Respondent fails to appear at the scheduled hearing, the hearing will be held in Respondent's absence No Respondent may be found responsible for a Code violation solely because they failed to appear at the Hearing.

h. **Hearing Rule**s.

    i. **Pre-hearing Disclosures**. At least three days before the hearing, the parties will provide the Hearing Moderator with a list of witnesses, and copies of any documents they wish to introduce. The Hearing Moderator will provide each party with a copy of the list of Hearing Panel members and proposed witnesses, as well as copies of any documents identified by a party.

    ii. **Evidence**. The majority of the Hearing Panel has discretion to determine the admissibility of evidence, and the weight to be given any particular piece of evidence.

    iii. **Advisors**. A student's advisor may be present at the hearing, but shall have no role at the Hearing other than to advise Respondent. The Advisor shall not be permitted to ask or answer questions, make arguments, submit documents, or otherwise disrupt the hearing.

iv. **Cross-examination**. Cross-examination will usually be permitted, but the Hearing Moderator reserves the right to limit or preclude cross-examination, control the manner of cross-examination, or require that cross-examination questions be directed through the Hearing Moderator, who shall have discretion whether to decide if each question is relevant to ask.

v. **Recording**. There shall be a single recording or transcript of the hearing, which shall be the property of the College.

vi. **Campus Police**. One or more campus police officers may be present at the hearing, if deemed necessary by the College.

vii. **Closed Hearing**. Hearings are not open to the public.

i. **Decision and Standard of Proof**. The Hearing Panel will, by majority vote, determine whether there is a preponderance of evidence to hold Respondent responsible for the charged conduct, and whether the sanction imposed in the Formal Charge should be accepted, increased or decreased "Preponderance of evidence means "more likely than not. "

7. **Appeal**. Respondent or the College may appeal the Hearing Panel's decision Grounds for appeal, and the potential result on appeal, are limited as described below.

a. **Grounds for Appeal**. The only grounds for appeal are:

i. A procedural error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.)... or

ii. To consider new evidence that was (i) unavailable during the original hearing or investigation, and (ii) could substantially impact the original finding or sanction or remedy. A summary of the new evidence and its potential impact must be included in the written appeal.

b. **Filing an Appeal**.

i. **Process.** Appeals must be filed in writing, addressed to the Vice President, Student Services. The Appeal letter should identify the Respondent and the grounds for appeal.

Jill M. Thomas-Little
Vice President, Student Services
Macomb Community College
14500 E Twelve Mile Road
Warren, Michigan 48088
littlej@macomb edu
586.445.7242

ii. **Timing**. An appeal based on a procedural error must be filed within 14 calendar days of the issuance of the findings of the administration. An appeal based on new evidence must be filed within 14 calendar days of when the new evidence is, or reasonably should have been, discovered. The remedy imposed by the Hearing Panel will not be stayed while an appeal is pending.

c. **Appeal Decision-Maker**. Appeals will be heard by the Vice President, Student Services.

d. **Potential Appeal Outcomes**. Potential outcomes of appeal are:

i. Modify or uphold the original decision or sanction(s);

ii. Recommence the formal investigation; or

iii. Dismiss the case or individual charge(s) against the student

ADVISORS

Respondents may, at their expense, have an advisor of their choosing present at any meeting or hearing during the Resolution process. Advisors may confer quietly and exchange notes with Respondent and ask questions about procedure, but may not make presentations, argue, introduce documents or examine witnesses

STUDENT CONDUCT RECORDS

A student's conduct record is part of their formal educational record. Conduct records are maintained by the Office of Student Conduct and include records related to the Code of Conduct, and records related to the Academic Integrity Policy.

Typically, a Student Conduct Record is established when information on a student is received and maintained by the Office of Student Conduct.

Student conduct records can be reported outside the College as part of a college admission, job application, or background check with the student's authorization for three (3) years after

the reported incident. Conduct violations that result in a suspension or expulsion are reported out indefinitely.

The case file will be maintained by the Office of Student Conduct for seven (7) years after the incident date. If a student or student organization is assigned the sanction of Expulsion, the case file will remain on file permanently.

Accessibility to Student Conduct Records follows the College Policy on Confidentiality of Student Records.

DEFINITIONS

"Campus"

- Includes any College-owned property, as well as any college-sponsored virtual or online activities, such as online classes, meetings, events or forums.

"College Official"

- Includes any individual employed by the College, including College Police and independent contractors, performing administrative or professional responsibilities.

"Consent"

- Means clear words or actions that show a knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent cannot be gained by force, by ignoring or acting in spite of the objections of another, or by taking advantage of the incapacitation of another, when Respondent knows or reasonably should know of such incapacitation. Consent is absent when sexual activity exceeds the scope of the consent previously given or when a respondent assumes that consent to one form of sexual activity implies consent to other forms of sexual activity.

"Dean of Student Success or Designee"

- Designated by the Vice President and Chief Student Affairs Officer to uphold the Student Code of Conduct and manage the Resolution process.

"Faculty Member"

- Means any individual hired by the College to conduct classroom or teaching activities.

“Force”

- Means physical force, violence, threat, intimidation or coercion.

“Incapacitation”

- Means the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to: sleep and blackouts.

“Member of the College Community”

- Includes any individual who is a student, faculty member, College official or staff member employed by the College, trustee, or serving the College in an official capacity. An individual’s status in a particular situation will be determined by the Dean of Student Success, or designee.

“Respondent”

- Means anyone, or any student organization, accused of violating this Code.

“Student”

- Includes all individuals currently admitted, enrolled full-time or part-time at the College, who have been issued a student number or who maintain an ongoing relationship with the College.

Equal Opportunity/Non-Discrimination, Anti-Harassment, Title IX, Disability Accommodation, Anti-Fraud and Non-Retaliation/Whistleblower Policy

Equal Opportunity/Non-Discrimination

Macomb Community College ("the College") is an equal opportunity institution. The College prohibits discrimination in any College program or activity, including but not limited to employment, admissions, grading and facilities use, based on race, color, sex, age, religion, national origin, ancestry, height, weight, sexual orientation, pregnancy, disability, genetic information, familial status, marital status, military or veteran status, gender identification or expression, or any other status or characteristic protected by applicable law.

Anti-Harassment

The College prohibits harassment, including hostile environment and sexual harassment, against any individual or group based on race, color, sex, age, religion, national origin, ancestry, height, weight, sexual orientation, pregnancy, disability, genetic information, familial status, marital status, military or veteran status, gender identification or expression, or any other status or characteristic protected by applicable law.

The prohibition against harassment extends to all College programs and activities, including but not limited to employment, admissions, grading and facilities use, and may extend to online or electronic conduct that impacts an individual's employment or educational experience at the College.

The College recognizes community members' right to free expression of ideas, including those that may be controversial or unpopular. Nothing in this definition is intended to conflict with an individual's First Amendment rights.

Hostile Environment Harassment. Verbal, non-verbal, and/or physical conduct, including racially or religiously offensive or bigoted remarks, epithets and/or conduct, may constitute hostile environment harassment if based on one of the statuses or characteristics identified above, is severe or pervasive, and either (a) objectively creates an intimidating, hostile, or offensive work or academic environment, or (b) unreasonably interferes with an individual's employment, education, or participation in any College course, program or activity.[1]

Sexual Harassment. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature may, depending on the circumstances, constitute sexual harassment in violation of this policy when:

- Submission to or rejection of sexual activity is an explicit or implicit term, condition of or factor in an individual's employment, grade or status in a college course, program or activity;

- Submission to or rejection of sexual activity is used as a factor in any employment, academic or athletic decision; or
- Sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature either (a) objectively create an intimidating, hostile, or offensive work or academic environment, or (b) unreasonably interfere with an individual's work, academic or athletic performance or opportunities.

The following are examples of unwelcome conduct that may, depending on the circumstances, constitute or contribute to a finding of sexual harassment:

- Physical assault, including but not limited to unwelcome touching, patting, hugging, or brushing against a person's body;
- Sexual misconduct, exploitation or assault;
- Explicit or implicit suggestions that submission to sexual advances will be a condition of employment, work status, promotion, grade, recommendation or other benefit;
- Propositions of a sexual nature that are unwelcome or intimidating to the recipient;
- Pressure for sexual activity, an element of which may be conduct such as repeated and unwanted staring that would discomfort or humiliate a reasonable person; or
- An unwelcome pattern of conduct (not germane to the subject matter of a course if one is involved) that (a) has the purpose or effect of discomforting and/or humiliating a reasonable person, and (b) involves one or more of the following: (*i*) comments of a sexual nature; (*ii*) sexually explicit statements, questions, jokes, or anecdotes; (*iii*) remarks of a sexual nature about a person's clothing or body; (*iv*) remarks about a person's past or present sexual activity; or (*v*) staring or leering at a person's body parts.

Title IX

The College is committed to complying with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in any College program or activity. Prohibited practices include sexual discrimination, sexual harassment, sexual misconduct, dating and domestic violence, each of which are defined in the College's Title IX Grievance Process

Title IX Coordinator. The College's Title IX Coordinator, along with any deputy coordinators, develop, implement, and monitor the College's efforts to comply with Title IX. This includes oversight over the notification, investigation and disposition of complaints, the creation of educational materials and training for the College community, ensuring a fair and unbiased process for parties, and monitoring all other aspects of the College's Title IX compliance.

The College's Title IX Coordinator is:

Jill Thomas-Little
Title IX Coordinator
South Campus, G316
Macomb Community College
14500 East 12 Mile Road
Warren, MI 48088-3896
586.445.7242
littlej@macomb.edu

The College's Deputy Title IX Coordinators are:

Joline Davis Vice President of Human Resources Human Resources Center Campus, S322 Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7898 davisj129@macomb.edu	**Susan R. Boyd** Dean of Student Success Office Student Services Dean's Office Center Campus, H114 Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7408 boyds@macomb.edu

Complaints Under Title IX. Concerns or complaints regarding potential Title IX violations, including allegations of sexual harassment or discrimination, should be brought to the attention of the College's Title IX Coordinator as set forth in the College's Title IX Grievance Process.

Title IX Grievance Process. Complaints that allege a potential Title IX violation will be processed and resolved through the Title IX Grievance Process.[2]

Sexual Misconduct

The College prohibits sexual misconduct. Sexual misconduct is antithetical both to the academic values of the College and a work and learning environment that is free from sexual misconduct, harassment, and coercion. Sexual misconduct includes, but is not limited to, sexual assault, dating and domestic violence, and stalking, all of which are defined in the College's Student Code of Conduct and Title IX Grievance Process.

Disability Accommodation/Anti-Discrimination

The College complies with the Americans With Disabilities Act, the Michigan Persons with Disabilities Civil Rights Act, and other laws that protect and afford rights to disabled individuals. The College does not discriminate against persons with disabilities and is

committed to providing reasonable accommodations to qualified individuals with disabilities. Students or employees with disabilities who seek reasonable accommodations must request them. The process for requesting accommodations is set forth as follows:

For students: https://www.macomb.edu/future-students/student-resources/counseling-academic-advising/special-services/index.html

For employees: https://my.macomb.edu/staff/hr/Documents/ADARequestForAccommodations.pdf

Under Michigan law, if an employee's request for an accommodation is not made within 182 days of the need being known, the obligation to grant an accommodation under state law may be waived.

Anti-Fraud

The College prohibits fraudulent activity, which is generally defined as intentionally obtaining an unauthorized benefit, such as money or property, by deception or other unethical or illegal means. Prohibited fraudulent activity includes, but is not limited to:

- Embezzlement, misappropriation or financial irregularities, forgery or alteration of documents (checks, time sheets, purchase orders, or other financial documents);
- Selling College property for personal benefit;
- Circumventing established purchasing processes without authorization;
- Improprieties in handling money or financial transactions;
- Misappropriation of funds, securities, supplies, inventory, or other College assets;
- Violations of the conflict of interest provision of any College policy, including the College's Confidentially and Conflict of Interest Policy and the Ethics and Conflict of Interest section of the Investment Policy; or
- Authorizing or receiving payment for goods not received, services not performed or hours not worked.

Anti-Retaliation/Whistleblower Protection

The College seeks to foster an environment in which all employees, students and visitors feel free to truthfully report misconduct and policy violations, including illegal discrimination, harassment or fraud, without fear of retaliation or reprisal. The College thus prohibits retaliation or reprisals against any individual because they have filed a good faith complaint or report under any College policy or Code, participated in an investigation or hearing related

to the College, or otherwise opposed illegal activity, either internally or with a governmental agency.

Reporting Concerns

People who believe they experienced or witnessed a violation of any of the policies set forth above are encouraged to follow the College Complaint Procedure.

Approved by the Board of Trustees
Macomb Community College
January 20, 2021

1 Pursuant to Department of Education Regulations, the definition for sexual harassment under Title IX is different. The definition of harassment under Title IX is set forth in the Title IX Grievance Process.

2 Complaints that do not rise to the level of a Title IX violation, but that violate another College policy, rule or code, may be investigated and resolved through a different process, such as the Student Code of Conduct.

Complaint Procedure

In order to take appropriate corrective action, the College must be made aware of any alleged violations of its policies, including but not limited to violations of its Anti-Discrimination, Anti-Harassment, Anti-Fraud, Anti-Retaliation policies, Rules and Regulations, or Student Code. Therefore, anyone who believes that they have experienced or witnessed a violation of any College policy, rule or Code should complete and submit this Online Complaint Form, or report the violation in person as follows:

Complaints concerning the College's Title IX policy, including gender-based discrimination, misconduct or harassment Retaliation for reporting, opposing, complaining about or for participating in an investigation or hearing regarding sexual discrimination, misconduct or harassment	**Jill Thomas-Little** Title IX Coordinator South Campus, G316 Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7242 titleix@macomb.edu
Violations *by College employees or vendors* of any College policy or rule	**Joline Davis** Vice President of Human Resources Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7898 davisj129@macomb.edu
Violations *by students or visitors* of any College policy, Code or rule	**Susan R. Boyd** Dean of Student Success Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7408 deanofstudents@macomb.edu
Concerns regarding a failure or refusal to grant reasonable accommodations • *Employees and vendors* should raise their concerns with:	**Nicole Hutchings** Director of Personnel Services Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7892 hutchingsn048@macomb.edu

• *Students and visitors* should raise their concerns with:	**Susan R. Boyd** Dean of Student Success Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7408 deanofstudents@macomb.edu
Financial or ethical improprieties, conflicts of interest, or facilities concerns (including safety or accessibility concerns)	**Elizabeth A. Argiri** Vice President, Business Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7306 argiril@macomb.edu
Student Code violations or student behavior concerns	**Susan R. Boyd** Dean of Student Success Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7408 deanofstudents@macomb.edu -or- **Daniel Thurman** Associate Dean of Student Success Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7573 studentconduct@macomb.edu
NJCAA violations or athletics issues	**Bryan E. Rizzo** Director of Athletics Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7119 rizzob993@macomb.edu
Illegal activity, safety concerns, violations of the College's Rules and Regulations or Violence Prevention Policy	**College Police** 586.445.7135

Police Misconduct	**William Leavens** Chief of College Police Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.447.8666 leavensw374@macomb.edu
Retaliation for asserting rights under any College policy, complaining about policy violations or for participating in any investigation, hearing or grievance process • Retaliation *by employees or vendors.* • Retaliation *by students or visitors*	**Joline Davis** Vice President of Human Resources Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7898 davisj129@macomb.edu **Jill Thomas-Little** Vice President, Student Services Macomb Community College 14500 East 12 Mile Road Warren, MI 48088-3896 586.445.7242 titleix@macomb.edu

If the individual(s) identified above is unavailable, fails to respond, does not adequately resolve the complaint, or is somehow involved in the suspected violation, complaints should be registered through the Online Complaint Form or by contacting the Provost at:

Dr. Leslie A. Kellogg
Provost and Vice President of the Learning Unit
Macomb Community College
14500 East 12 Mile Road
Warren, Michigan 48088-3896
586.498.4140
Kelloggl827@macomb.edu

All complaints and reports will be reviewed, appropriately investigated, and addressed in a fair and impartial manner. All individuals involved can expect to be treated with dignity and respect.

Nothing in this statement of procedure shall prevent a person who believes a violation has occurred from filing a complaint with an appropriate governmental agency, such as the Michigan Department of Civil Rights, 110 West Michigan Avenue, Suite 800, Lansing, Michigan

48913, the Equal Employment Opportunity Commission, 477 Michigan Ave # 865, Detroit, MI 48226, or with the Office for Civil Rights, U.S. Department of Education, 1350 Euclid Avenue, Suite 325, Cleveland, Ohio, 44115.

Confidentiality. A person making a complaint ("Complainant") may ask the College not to disclose their identity. However, due to various federal and state laws, it is not always possible to guarantee confidentiality. Moreover, keeping a Complainant's identity confidential may limit the College's ability to investigate or respond to the allegations.

False Reports. False allegations or reports are prohibited and may result in discipline. This prohibition against false reports or statements does not apply to reports or statements which are made in good faith but ultimately found not to be substantiated.

Modifications. College Administration may modify this policy to adjust the identity, title, or contact information of the individuals to whom issues should be reported.

Approved by the Board of Trustees
Macomb Community College
January 20, 2021