COMMUNITY POLICIES

BILLING AND PAYMENT POLICY

Fall Semester Bills are sent during the first week of July and payment is due on or before August 1. Spring Semester Bills are sent during the first week of December and payment is due on or before January 2. Online payment is available.

The College reserves the right to prevent a student from registering for classes, attending class or entering residence until payment of the College charges has been made each semester. No student may preregister for the next semester, participate in room draw, order a transcript, participate in summer internships, employment or fellowships, hold leadership positions, participate in graduation, or receive a diploma until all accounts are paid, including the activities fee assessed by the student Self-Government Association officers. This fee covers class and hall dues and support for student organizations and clubs. All resident students are required to participate in the College meal plan.

BI-COLLEGE ALCOHOL AND DRUG POLICIES

All students are responsible for acting in accordance with the College’s Alcohol and Drug Policies, which are found in this Handbook. Each student is responsible for conducting herself or himself in accordance with federal, state and local laws, for following College party rules, and for assisting others impaired by alcohol or drugs in the interests of their health and well-being. Impairment due to alcohol or drug use is never an excuse for misconduct. The College will not contribute to the cost of a legal defense for those who violate drug or alcohol laws and rules. Alcohol or drug policy infractions may result in a Dean’s Panel, Honor Board proceeding, or other College or SGA disciplinary action.

The care and concern for other individuals which are embodied in the Social Honor Code should govern a student’s response to a violation of the Bi-College alcohol and drug policies. When a student is concerned about another student’s alcohol or drug use or its self-destructive potential, they may express that concern and, if appropriate, encourage that student to seek confidential help from one of the counselors, nurses, or physicians on either campus or off campus. A student with questions about how best to confront or intervene on behalf of another student should seek guidance from a drug and alcohol counselor, counselor or dean. Advice may be sought without revealing the identity of the student needing help, if that seems best.

ALCOHOL POLICY

The Alcohol Policy, in conjunction with planned educational activities and support services, is designed to achieve the following goals:

• to remind students of the laws of the Commonwealth of Pennsylvania and of the Social Honor Codes, both of which govern their behavior with respect to alcohol;
• to stress moderation, safety, and individual accountability for those who choose to drink;
• to maintain a Bi-College social atmosphere that is free of coercion for those who choose not to drink and a climate in which alcohol is not the focus of parties or other social events;
• to maintain a Bi-College community in which alcohol abuse and its effects are minimal;
• to provide confidential and effective guidance for those with specific needs related to alcohol use and addiction; and
• to provide information and education about the effects of alcohol for all students.

All members of the Bi-College community are expected to be familiar with and abide by the principles of the Alcohol Policy.

It is the duty of all students to conduct themselves in a manner consistent with the Honor Codes, in addition to helping others to do the same. With regard to the consumption of alcohol, students are responsible for their own well-being. Behavior that puts students at mental, physical and/or legal risk cannot be condoned.

EXPECTATIONS OF STUDENTS

1. Students who choose to consume, provide
2. Students who consume alcohol where it is at risk and in jeopardy, should be asked to refrain from violating the Policy by the host or other party guests. In incidents where students feel that a violation of the Alcohol Policy has occurred and where the confronting party and the confronted individual fail to reach a resolution, they should follow the procedure of the campus on which the incident occurred. At Haverford, disregard for these Alcohol and other Party Policies should be brought to the attention of the Joint Student-Administration Alcohol Policy Panel composed of three members of Student Council, three members of Honor Council, two appointed members at large, and two deans. This panel will address strict procedural violations of the Policy. Referrals can be made by the Honor Council. At Bryn Mawr, disregard for these Alcohol and other Party Policies should be dealt with under the procedures outlined in the Social Honor Code.

4. Inebriation shall not be seen as an acceptable or justifiable excuse for disruptive behavior and confrontation for such behavior shall be dealt with as in the realm of each campus’ Social Honor Code.

5. When confronting an individual does not or cannot lead to a satisfactory resolution of a problem, the individual whose behavior allegedly violates the Codes and expected conduct of the Colleges, in accordance with the procedures of the Social Honor Codes, shall ultimately be brought to the attention of the Honor Board or Honor Council.

6. The Honor Board/Council will bring a case to the attention of the Office of the Dean of the appropriate College if there is a threat to the lives or safety of individuals or of damage to College or private property resulting from inebriation or a violation of the Alcohol Policy. Flagrant or repeated violations of party guidelines could constitute such a case. Such behavior may result in separation or exclusion of the confronted person(s) from the Colleges.

7. In some cases, the Honor Board/Council or the Office of the Dean will consult counselors who have expertise in alcohol abuse and alcoholism if such expertise is deemed relevant. Such consultation will take place only with the confronted person’s knowledge.

8. Coordinators of parties and other social events must abide by the Party Policy of the host campus.

9. It is expected that hosts will inform their guests of the provisions of the Honor Codes, including the Alcohol Policy. Should the provisions of this Policy be violated by non-Bi-College members, their further access to these campuses may be restricted.

10. Faculty and staff members who entertain students should be aware of the responsibilities and risks to the Colleges and to themselves as individual social hosts under the laws of the Commonwealth.

11. Groups sponsoring social events must abide by the host campus’ Party Policy. If party guidelines are not followed by guests or hosts, it is the responsibility of students aware of the violation to approach those in violation and seek a resolution.

Services and Referrals
Both Bryn Mawr and Haverford Colleges provide services and referral for individuals who need help with an alcohol-related problem. For confidential assistance, contact:

- Kay Kerr, M.D., Medical Director, Bryn Mawr College Health Services, The Health Center, 610-526-7360
- Reggie Jones, LCSW, Counseling Director, Bryn Mawr College Health Services, The Health Center, 610-526-7360
- Alcoholics Anonymous Information Center, 444 N. 3rd St., Suite 3E, Philadelphia, 215-923-7900

Drug Policy
The drug policy, in conjunction with planned educational activities and support services, is designed to achieve the following goals:

- to remind students that the Social Honor Codes, the federal laws and the laws of the Commonwealth of Pennsylvania do apply to their behavior with respect to the use of drugs;
- to stress individual accountability for those who choose to use illegal drugs;
- to maintain a Bi-College community where the harmful effects of drug use can be minimized;
- to inform the members of the Bi-College community of the availability of confidential and effective guidance and resources for those with questions and concerns related to drug use, dependence and abuse; and
- to encourage all members of the Bi-College community to become familiar with the physiological, psychological and legal aspects of drug use, dependence and abuse.

All members of the Bi-College community

Alcohol Effects
Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.
are expected to be familiar with and abide by the principles of the drug policy. This policy stresses prevention and concern; it charges the community with the responsibility for drug education, intervention and heightened awareness of campus resources for dealing with drug problems. It also asks us to consider the relationship between the individual and the community, and the question of responsibility to one’s peers. In many cases, choosing not to intervene in another person’s abuse of drugs is not a neutral position. By not interfering, we become an enabler. In claiming to allow abusers their individual freedom of choice, we may in fact be limiting their choices by reinforcing their attitudes and behavior. In summary, we have a responsibility not to withdraw from the community either by abusing drugs or by ignoring the abuse of drugs.

1. The illegal possession, use, sale or distribution of drugs is in violation of the law, and the Colleges will not protect students from prosecution under federal, state or local law.

2. Students have the responsibility to confront and/or intervene on the behalf of individuals whose use of drugs or actions under the influence of drugs presents a danger to themselves and/or to the community at large.

3. The Colleges as educational institutions, being concerned about the harmful effects of the illegal use, possession, sale or distribution of drugs on the individual, and on the integrity, safety and security of this academic community, do not condone the illegal use, possession, sale or distribution of drugs. The administrations of Bryn Mawr and Haverford Colleges reserve the right to act when they have reason to believe that involvement with drugs is having an adverse effect upon the life and/or academic performance of students or adversely affects or legally implicates others in the academic community. College action may take such forms as education, counseling, referral to outside agencies, separation or exclusion, depending on the situation. 

Procedures
A student’s response to a violation of the Bi-College drug policy should be governed, first of all, by the care and concern for other individuals which are embodied in the Social Honor Codes. The following guidelines are not meant to cover all situations. They are intended, instead, to remind students of the variety of resources available and to reassure them about the consequences of seeking help. When a student is concerned about another student’s drug use and its self-destructive potential, he or she should express his or her concern and, if appropriate, encourage that student to seek confidential help from one of the counselors, nurses or physicians on either campus or from a professional off campus. If confrontation does not seem appropriate or proves ineffective, the concerned individual should turn to the drug and alcohol counselor, a counselor, the counseling director, the medical director or dean for advice on how to intervene and help. Advice may be sought without revealing the identity of the student needing help.

If a student’s behavior as a result of drug use has disturbed or harmed other individuals or the community in a more general sense, the behavior itself should be dealt with through the usual Honor Code procedure at either college, beginning with confrontation. If mediation is necessary, the members of the Bryn Mawr Honor Board or the Haverford Honor Council should be consulted. The drug use that may have caused the behavior should not be viewed as an excuse, but as a second problem for which the individual may be encouraged to seek help from a professional counselor. In cases where the Honor Council or Board is asked to intervene, they will deal with the specific behavior that has been brought to them and may recommend that the individual go to a counselor for evaluation and help with any underlying substance abuse. Problems with behavior related to drug use that involve Bryn Mawr graduate students or special students who are not bound by the Social Honor Code should be referred to the Deans of the Graduate Schools if they cannot be resolved by the individual concerned. If an individual’s involvement with drugs is such that it, or behavior associated with it, is violent or life-threatening, it should be brought to the attention of a dean or College physician without delay by any member of the community who becomes aware of the situation. Thus, a counselor, peer educator, dean, physician, or Honor Board/Council member who was working with a student on any aspect of his or her involvement with drugs would, as in any other life-threatening situation, be bound to report the problem to the Dean of the appropriate college when the potential for violence or loss of life requires immediate administrative action. Some cases, such as the sale or distribution of drugs, may not present immediate danger to life but may have legal implications which are administrative concerns, as well as social consequences which are student concerns. In these situations, joint action by the Dean and the Honor Board/Council may be necessary.

Policy on Drug-Free Schools
The unlawful possession, use or distribution of illicit drugs and alcohol poses a threat to the health and safety of all members of the Bryn Mawr College community and is not permitted. The sanctions for the unlawful possession, use or distribution of illicit drugs and alcohol are defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act (35 P.S. Sections 780-101 to 780-144); Controlled Substances Forfeiture (42 Pa.C.S. Sections 6801-6802); the Pennsylvania Crimes Code (18 Pa. C.S. 6307-6314); the Pennsylvania Motor Vehicle Code (75 Pa. C.S. 1546-1547; 3715, 3731); and the Lower Merion Township Code (Article IV, Section 111-4). These statutes are on file at the reference desk in Canaday Library. A summary of federal law and relevant sanctions is also on file.

The College’s policies on disciplinary sanctions for students are stated in this Handbook. Policies on sanctions for faculty and staff are stated in the handbooks appropriate to them. This policy is instituted effective immediately, to comply with the Drug Free Schools and Communities Act of 1989 (P.L. #101-226). No institution will receive federal financial assistance of any kind after October 1, 1990, unless it has certified that it has “adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.”

The College will conduct a biennial review of its program to determine its effectiveness, implement needed changes, and ensure that it is consistently enforced.

POLICY ON A DRUG-FREE WORKPLACE

The College, as an employer, and students as employees of the College have obligations under the Drug-Free Workplace Act of 1988 (41 U.S.C. Section 701). The College’s statement of compliance is reproduced here.

The use of illegal drugs poses a threat to the health and safety of members of the Bryn Mawr College community. Therefore, the illegal possession, dispensation, manufacture, distribution or possession of controlled substances (as defined in federal statutes) by any faculty, staff or student employees in the workplace is not permitted.

As a condition of College employment, every employee shall abide by the terms of this policy, and he or she shall notify his or her supervisor of any criminal conviction for a violation occurring in the College workplace no later than five days after such conviction. Any employee found in violation of these prohibitions and regulations may be required to participate in a drug-abuse assistance or rehabilitation program and shall be subject to disciplinary action, which action might include dismissal. Information regarding such assistance or rehabilitation is available through the Health Center, the campus physician and Crossroads. All of the insurance programs offered to staff, faculty and students through the College provide some form of support to persons in various forms of treatment for substance-abuse problems. This policy is instituted, effective immediately, to comply with federal laws and regulations. Federal agencies cannot legally award any contract over $25,000 or any grant monies without certification that the College has implemented a drug-free workplace program.

The College also complies with the Drug-Free Schools and Communities Act of 1989 (P.L. #101-226). Information on federal and state law imposing sanctions for unlawful possession, use or distribution of illicit drugs and alcohol is available at the reference desk of Canaday Library and in the Dean’s Office.

Information on counseling, treatment and rehabilitation programs is contained in the College’s drug and alcohol policies.

This Handbook’s statements on policies and procedures relating to alcohol and controlled
substances form part of the College’s compliance with the Drug-Free Schools and Communities Act.

**SMOKING POLICY**

In accordance with the Pennsylvania Clean Indoor Air Act and to enable students, faculty, staff, and visitors to avoid exposure to second-hand smoke, the College has enacted a smoking policy that prohibits smoking in all College owned and leased buildings, College athletic facilities (including fields and spectator areas), and College-owned vehicles. Smoking is also prohibited on the plazas in front of Canaday Library, the Campus Center, and the Park Science Building.

This policy applies to all faculty, staff, students, contractors and visitors. In addition:

- Smoking is prohibited outdoors within 25 feet of the perimeter of any College building, including arches and covered entrances, to ensure that second-hand smoke does not enter the area through entrances, windows, or ventilation systems.
- Cigarette butts are to be extinguished and placed in appropriate outdoor receptacles. Throwing cigarette butts on the ground or pavement is considered littering.
- “Smoking” also includes the use of e-cigarettes that create a vapor.

The College is committed to assisting students, faculty and staff in making healthy lifestyle choices. Students can go to the Health Center for information and assistance. Faculty and staff who are interested in smoking cessation programs may obtain information from Human Resources. In addition, residents of Pennsylvania can access services available through the PA Free Quitline at 1-800-QUIT-NOW (784-8669) or www.determinedtoquit.com.

Penalties for violation of the College’s smoking policy shall be disciplinary action in accordance with general College provisions for misconduct.

### HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS

<table>
<thead>
<tr>
<th>Drugs</th>
<th>Physical Dependence</th>
<th>Psychological Dependence</th>
<th>Possible Effects</th>
<th>Effects of Overdose</th>
<th>Withdrawal Syndrome</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Narcotics</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heroin</td>
<td>High</td>
<td>High</td>
<td>Euphoria</td>
<td>Loss of appetite</td>
<td>Yawning</td>
</tr>
<tr>
<td>Morphine</td>
<td>High</td>
<td>High</td>
<td>Drowsiness</td>
<td>Irritability</td>
<td></td>
</tr>
<tr>
<td>Codeine</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Respiratory depression</td>
<td>Tremors</td>
<td></td>
</tr>
<tr>
<td>Hydrocodone</td>
<td>High</td>
<td>High</td>
<td>Constricted pupils</td>
<td>Panic</td>
<td></td>
</tr>
<tr>
<td>Hydromorphone</td>
<td>High</td>
<td>High</td>
<td>Nausea</td>
<td>Nausea</td>
<td></td>
</tr>
<tr>
<td>Oxycodone</td>
<td>High</td>
<td>High</td>
<td>Chills and sweating</td>
<td>Runny Nose</td>
<td></td>
</tr>
<tr>
<td>Methadone</td>
<td>High</td>
<td>High</td>
<td>Chills and sweating</td>
<td>Runny Nose</td>
<td></td>
</tr>
<tr>
<td>LAAM</td>
<td>High</td>
<td>High</td>
<td>Chills and sweating</td>
<td>Runny Nose</td>
<td></td>
</tr>
<tr>
<td>Fentanyl</td>
<td>High</td>
<td>High</td>
<td>Chills and sweating</td>
<td>Runny Nose</td>
<td></td>
</tr>
<tr>
<td>Other Narcotics</td>
<td>High/Low</td>
<td>High/Low</td>
<td>Chills and sweating</td>
<td>Runny Nose</td>
<td></td>
</tr>
<tr>
<td><strong>Depressants</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chloral Hydrate</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Sturred Speech</td>
<td>Anxiety</td>
<td></td>
</tr>
<tr>
<td>Barbituates</td>
<td>High-Moderate</td>
<td>High-Moderate</td>
<td>Disorientation</td>
<td>Insomnia</td>
<td></td>
</tr>
<tr>
<td>Benzodiazepines</td>
<td>Low</td>
<td>Low</td>
<td>Disorientation</td>
<td>Delirium</td>
<td></td>
</tr>
<tr>
<td>Glutethimide</td>
<td>High</td>
<td>Moderate</td>
<td>Disorientation</td>
<td>Convulsions</td>
<td></td>
</tr>
<tr>
<td>Other Depressants</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Disorientation</td>
<td>Convulsions</td>
<td></td>
</tr>
</tbody>
</table>

### STUDENT CLUB AND ORGANIZATION POLICY

Bryn Mawr College is committed to supporting a variety of student clubs and organizations which are consistent with the educational philosophy and mission of the College. Social fraternities or sororities are not permitted at the College. The College has determined that students are better served by the numerous non-exclusive student clubs and organizations which exist on campus. Bryn Mawr College does not recognize the charter of any social fraternity or sorority. No College facilities (including all public and private spaces, bulletin boards, and campus mail) can be used for any social fraternity or sorority activities. Violation of this policy by any student constitutes a violation of the social honor code and may result in disciplinary sanctions.

### PARTY POLICY

Bryn Mawr College is committed to maintaining a social atmosphere that stresses the safety of all students, whether or not they choose to drink. Moderation, concern for others, and individual accountability should be characteristic of all social activities on campus.

The responsibilities and procedures outlined in the attached Party Policy are in addition to those required by the Social Honor Code, the Bi-College Alcohol Policy, state and federal law. These policies are available in this Handbook. Violations of the Bi-College Alcohol and Drug Policies and/or Bryn Mawr College Party Policy that come to the attention of Campus Safety, Residential Life, Student Activities or the Dean’s Office will result in an investigation by these departments. They may result in a Dean’s Panel, by which sanctions will be issued on a case-by-case basis.

In the event that law enforcement officials confront students for unlawful behavior alleged to have occurred, the College will cooperate fully with their investigation.

**Party Definition**

A Party is an event, wet (with alcohol) or dry (without alcohol), where 30 or more people gather at one time in a residential dorm space.

#### Stimulants

<table>
<thead>
<tr>
<th>Drugs</th>
<th>Physical Dependence</th>
<th>Psychological Dependence</th>
<th>Possible Effects</th>
<th>Effects of Overdose</th>
<th>Withdrawal Syndrome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amphetamine/Methamphetamine</td>
<td>Possible</td>
<td>High</td>
<td>Increased alertness</td>
<td>High</td>
<td></td>
</tr>
<tr>
<td>Methylphenidate</td>
<td>Possible</td>
<td>High</td>
<td>Increased pulse rate and blood pressure</td>
<td>Excitement</td>
<td></td>
</tr>
<tr>
<td>Other Stimulants</td>
<td>Possible</td>
<td>High</td>
<td>Insomnia</td>
<td>Loss of appetite</td>
<td></td>
</tr>
</tbody>
</table>

#### Cannabis

<table>
<thead>
<tr>
<th>Drugs</th>
<th>Physical Dependence</th>
<th>Psychological Dependence</th>
<th>Possible Effects</th>
<th>Effects of Overdose</th>
<th>Withdrawal Syndrome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana</td>
<td>Unknown</td>
<td>Moderate</td>
<td>Euphoria</td>
<td>Relaxed inhibitions</td>
<td></td>
</tr>
<tr>
<td>Tetrahydrocannabinol</td>
<td>Unknown</td>
<td>Moderate</td>
<td>Excitement</td>
<td>Increased appetite</td>
<td></td>
</tr>
<tr>
<td>Hashish and hashish oil</td>
<td>Unknown</td>
<td>Moderate</td>
<td>Disorientation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Hallucinogens

<table>
<thead>
<tr>
<th>Drugs</th>
<th>Physical Dependence</th>
<th>Psychological Dependence</th>
<th>Possible Effects</th>
<th>Effects of Overdose</th>
<th>Withdrawal Syndrome</th>
</tr>
</thead>
<tbody>
<tr>
<td>LSD</td>
<td>None</td>
<td>Unknown</td>
<td>Illusions and hallucinations</td>
<td>Altered percepption of time and distance</td>
<td></td>
</tr>
<tr>
<td>Mescaline and Peyote</td>
<td>None</td>
<td>Unknown</td>
<td>Hallucinations</td>
<td>Psychosis</td>
<td></td>
</tr>
<tr>
<td>Amphetamine Variants</td>
<td>Unknown</td>
<td>Unknown</td>
<td>Other hallucinations</td>
<td>Possible death</td>
<td></td>
</tr>
<tr>
<td>Phencyclidine and Analogs</td>
<td>Unknown</td>
<td>High</td>
<td>Other hallucinations</td>
<td>Possible death</td>
<td></td>
</tr>
<tr>
<td>Other Hallucinogens</td>
<td>None</td>
<td>Unknown</td>
<td>Other hallucinations</td>
<td>Possible death</td>
<td></td>
</tr>
</tbody>
</table>
Wet parties cannot be held in public spaces.

Public spaces include: The Campus Center, Thomas Hall, Goodhart, Applebee Barn, Cambrian Row, Schwartz Gymnasium, all corridors, stairwells, landings, basements, attics and courtyards, laundries, all dining halls, Pembroke Dance Studio, classroom buildings, the Computer Center, The Dorothy Vernon Room, Canaday Library, and outdoors on College grounds.

To hold a dry party in a public space, you should reserve the space at least two weeks in advance through the Office of Conferences & Events (x7329, e-mail: roomres@brynmawr.edu).

Completion of the Party and Public Space Notification Forms

Any student (i.e., party host) in the College community who wishes to host a social event in a dorm living room or an individual’s room with more than 30 people in attendance should read and complete the party notification form in order to help throw a safe and responsible party that abides by the conditions stated in the Bi-College Alcohol and Drug Policies and in the Bryn Mawr Party Policy.

The form is required for both wet and dry parties held in dorm spaces.

Any student in the College community who wishes to host a social event in a public space must reserve the space two weeks in advance through the Office of Conferences & Events and must complete the Public Space Notification Form.

Reading and completing these forms will help to inform party hosts of their legal liabilities under Pennsylvania state law and allow College officials to help minimize risk to hosts, their guests, and the entire College community.

Party Training

Any student wishing to act as a host, server, or bouncer at a party must complete the online Party Training Course.

Completion of the course will permit a student to host, serve or bounce parties during the academic year in which the session was attended. Students must be retrained each academic year.

The Course will cover the following information: 1) Pennsylvania state and other applicable laws and liability concerning the distribution and consumption of alcohol; 2) The potential for legal liability and potentially the award of damages for party hosts, servers, bouncers, guests, Bryn Mawr College and its agents; 3) tips to ensure safety and respect of residents who live in the dorm where the party will be held.

Party Advertisement

Because the majority of students are not 21 years of age, the legal drinking age, mass advertisement for wet parties is not permitted.

Mass advertisement includes signs, fliers, posters, mass e-mails, all campus invitations, and open Facebook or invitations through social media.

Dry parties may be advertised using printed and electronic material. A copy of the advertising for dry parties should be attached to the notification form when submitted. Advertising for the party may not begin until the event is approved.

Dry parties cannot be advertised outside of the Tri-College Community.

Party Levels

To help promote the safety of all guests, those wishing to host a party must select a party level. Party levels were developed, along with defined roles, to make it easier for students to throw a successful party that ensures compliance with the Bryn Mawr College Party Policy, the Bi-Co Alcohol Policy, and federal and state law.

Level 1
- 30-60 guests expected
- 2 hosts and 2 servers must be present at all times
- Batten, Brecon, Denbigh, Merion, Pembroke East, Pembroke West, and Radnor living rooms have a capacity of 60 people and can host Level 1 parties.

Level 2
- 61-100 guests expected
- 2 hosts, 2 servers and 3 bouncers must be present at all times
- Erdman, Rhodes North, Rhodes South, and Rockefeller living rooms have a capacity of 100 people and can host Level 1 and Level 2 parties.

Level 3
- 101+ guests expected
- Hosts wishing to have a Level 3 part must meet with Student Activities and Campus Safety two weeks prior to party to determine needs. Hosts should be aware that an increased level of support may be necessary.
- Guest sign-in required
- Wristbands required for identifying those over 21
- Parties held in multiple dorm lounges within the same dorm at the same time will be considered level 3 parties.

Health and safety concerns in relation to specific parties or events may require additional restrictions.

Alcohol Limits

Party hosts, servers, bouncers and guests should keep in mind the legal drinking age is 21 years old in the United States. Students under 21 must not be served alcohol.

Guests at wet parties must be served no more than 4 drinks at any party. Common source containers (other than kegs) are not permitted.

Party Host Responsibilities

The following are the responsibilities that party hosts must take on at a party. Please be aware that the only people permitted to act as party hosts at the party are those who are listed on the party form as party hosts.

Before the party:
- Discuss with the dorm president specific dorm policies concerning quiet hours, bathrooms, use of common areas, smoking, etc.
- Discuss the party with Housekeeping in order to determine pre-existing damage to the party space and obtain supplies for the post-party clean up.
- Obtain signatures of the appropriate dorm president on a party notification form and submit the form to Student Activities by 9 a.m. the Tuesday prior to the event date.
- If party is a wet party, hosts must identify at least one host who is 21 years-old and a 21-year old host must be present at all times during the party if alcohol is to be served.

After the party:
- Hosts must clean up immediately and thoroughly. They must not leave the mess overnight.

Server Responsibilities

The following are the responsibilities that servers must take on at a party.

- Servers are responsible for setting up, maintaining, and serving from a designated area from which all alcohol will be served.
- As a server, you are the only person
permitted to distribute alcoholic beverages.

- Servers must be clearly identified and should wear the server button provided by the Student Activities Office at all times during the party.
- Servers must be sober at all times and must not be drinking during the party.
- Servers must ensure that no one under the age of 21 is served alcohol.
- Servers must refuse to serve people who are visibly intoxicated and/or seems in danger of hurting themselves or someone else.
- Servers must mark the hand of those they distribute drinks to each time they serve a drink and serve no more than four drinks per party attendee.

**Bouncer Responsibilities**

The following are the responsibilities that bouncers must take on at a party. Bouncers may switch positions with other bouncers during the party if they wish and should be aware that they may be called upon to perform the following duties at any time during the party:

- Bouncers must be clearly identified and should wear the bouncer button provided by the Student Activities Office at all times during the party.
- Bouncers must check ID’s at the door. Bouncers must check to make sure that everyone attending the party is either a Tri-Co member or a guest of a Tri-Co member.
- Bouncers must be signed in at the door (for level 3 parties). A guest is someone other than a Tri-Co student.
- Bouncers must keep track of the party space capacity with a counter (provided by the Student Activities Office). Bouncers must know and enforce the capacity of the party space and should stop admitting guests to the party once capacity is reached.
- Bouncers must be stationed at every entrance point to the party and must make sure that party guests only enter through the designated entrance way.
- Bouncers must be stationed in any hallway leading to the party location and must prevent access to the dorm from the party. They must make sure the party remains in the reserved party space.

Depending on their severity, violations may be referred to the Honor Board and/or may be subject to a Dean’s Panel.

Sanctions for violation of the Party Policy may include but are not limited to escalating monetary fines, all campus educational programs and/or campaigns, and/or revocation of party host, server and/or bouncer privileges for the duration of the violator’s time at the College.

**Party Fund**

After the party, hosts can submit one original receipt with a party fund reimbursement request to the Student Life Office to receive a refund for non-alcoholic beverages and food. Reimbursement is only available for registered parties and is based on the party level selected.

Level 1: $30, Level 2: $60, Level 3: $90.

**HAZING POLICY**

Bryn Mawr College is committed to providing a welcoming, inclusive and respectful environment for all community members. We value the community and relationships that traditions help to build among current students and the connections to past and future generations they create. Because we value relationships that are founded in respect, it is incumbent upon each generation of students to evaluate not only traditions but all student-run activities, including those designed to welcome new members to clubs, teams, and dorms, to eliminate any elements that may be construed as hazing.

Hazing, in all forms, on- or off-campus, is expressly prohibited by the College under state law, College policies, and the Honor Code. The infliction of mental or physical discomfort, embarrassment, harassment or ridicule on a community member for the purposes of initiation or entry into any organization, club or group is inconsistent with Bryn Mawr’s values and will not be tolerated.

Executive and safety measures and warnings important to all responses to misconduct or insensitivity, sanctions for individuals who violate this policy may include restorative action such as community service or education assignments, separation from the College, and/or referral to law enforcement. Furthermore, individual student organizations such as clubs or athletic teams may be sanctioned and prohibited from hosting events or participating in activities as a group.

The College recognizes that there are activities which help to build community and that there are other activities which may cause harm. What may seem like harmless fun to some may be deeply humiliating to others and affect them in other negative ways. Students should be aware of their rights, responsibilities, and resources available to them so that they can make informed decisions. We expect all students to educate themselves about this policy and its rationale and understand what constitutes hazing under the Bryn Mawr College hazing policy, other College policies and Pennsylvania State Law.

**Pennsylvania State Law**

§ 5352. Definitions: The following words and phrases when used in this act shall have the meanings given to them in this section unless the context clearly indicates otherwise:

“Hazing.” Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization operating under the sanction of or recognized as an organization by an institution of higher education. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or
private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.

“Institution of higher education” or “institution.” Any public or private institution within this Commonwealth authorized to grant an associate degree or higher academic degree.

§ 5353. Hazing prohibited: Any person who causes or participates in hazing commits a misdemeanor of the third degree.

Guidelines: Recognizing Hazing

Hazing includes not only actions or situations which cause pain, injury, physical stress, fatigue or discomfort; it includes those that may produce embarrassment, ridicule, harassment, anxiety, mental or emotional discomfort, or be threatening or frightening. Activities that constitute hazing can be hard to recognize, especially by those who participate in those activities themselves. If you are planning an activity or event for your peers, ask yourself the following questions. If you answer “yes” to any of them, your event may involve hazing.

• Would you hesitate to describe this activity, or to show photos or videos of it, to your parents, dean, professor, or employer?
• Would you be uncomfortable if the details of the activity were made public or appeared on the local news?
• Does the activity involve deception?
• Does the activity involve nudity or clothing that is conspicuous or in poor taste?
• Is the activity physically uncomfortable?
• Does it involve physical exertion, noise, heat or cold?
• Will the activity be stressful? Will it cause embarrassment or anxiety?
• Are there any safety issues or risk of injury?
• Does the schedule interfere with academic work, sleep, or self-care?
• Do the activities run counter to any law or College policy?
• What if someone doesn’t want to participate? In a community of respect like Bryn Mawr, it’s assumed that one would respect and listen to any student who opts out of or speaks out against activities that others consider the norm. Doing anything else, such as ostracizing someone for failing to participate, might in itself constitute hazing.
• If no one opts out or objects to an activity, is that evidence that it’s not hazing? Remember that hazing is by nature socially coercive. Just because someone consents to participate in an activity and has the choice of opting in or out of it does not mean that the activity is not hazing. Peer pressure and the desire to belong may undermine a person’s ability to provide true consent.
• Where can I get guidance if I’m uncertain? Any of the deans, coaches, or student life staff would be glad to help, as would members of the Honor Board and the Traditions Committee.

POLICIES ON SEXUAL ASSAULT

Policy Concerning Sexual Assault

No person shall sexually assault any member of the student community. Students shall be free to report any sexual assault without fear of retaliation. Retaliation or threats of retaliation against a student bringing a charge of sexual assault will be treated as a separate and serious violation of College policy.

For the purposes of this policy, sexual assault is defined as any act in which a member of the student community is forced to engage in sexual activity against her/his will or without her/his consent, including situations in which physical sexual acts are perpetrated against a person’s will or when a person is incapable of giving consent due to use of drugs or alcohol or due to an intellectual or other disability. Consent must be mutual and unambiguously communicated agreement to participate in sexual activity. “Sexual assault” as used in this policy includes not only physically assaultive behavior but also extreme verbal threats, physical or verbal intimidation, and/or indecent exposure. The College’s policy on sexual assault also applies to intimate partner and relationship violence, stalking and bullying based on sex or gender. Although Pennsylvania criminal law distinguishes between rape and sexual assault (defining rape as involving penetration), the College policy defines as unacceptable any act in which one person forces another or attempts to force another to engage in any sexual act.

Reporting Procedures

Any undergraduate students who believe they have been sexually assaulted or that an act of sexual assault has taken place may notify any Campus Security Authority, such as the Dean of the Undergraduate College, an Associate or Assistant Dean, the Director of Campus Safety, a Residential Life staff member, a hall adviser, or an athletic coach. Any one of these people will notify the Title IX Coordinator as soon as possible that an allegation of sexual assault has been made. Health Center and Counseling Services personnel are confidential resources who do not disclose individual names or details to the Title IX Coordinator regarding alleged sexual assaults. The first concern of any official to whom an assault is reported will be the well-being of the student allegedly assaulted. In particular, the official will inform the student of both on- and offcampus resources available and help the student make contact with the resources they choose.

The second concern of College officials must be the safety of the community. If there is reason to believe that an assailant is at large who poses an immediate threat to other members of the community, the Title IX Coordinator and the Director of Campus Safety will take action to protect the campus. In doing so, they will reveal no information that might allow the student reporting the assault to be identified, unless compelled by Court process to do so. After seeing to the well-being of the student reporting the assault and to the immediate security of the campus, the Title IX Coordinator and the Director of Campus Safety will investigate the charge as required under Title IX. Such investigation may involve the examination of physical evidence, the interviewing of persons with relevant information, or other steps which particular circumstances make necessary. In conducting this investigation, the confidentiality and privacy of all parties will be respected to every extent possible.

Allegations of sexual assault brought by a Bryn Mawr community member against a Bryn Mawr student may be heard by Title IX Hearing Panel. Allegations of sexual assault brought against a member of the Bryn Mawr faculty or staff will be handled through the College’s Title IX Administrative Resolution

If reasonable suspicion exists to move to the administrative resolution phase of the process, this phase of the process will typically begin within ten (10) business days following the completion of the investigatory report. The respondent and complainant will each have the opportunity to review the investigatory report and the documentation from the investigation. Given the sensitive nature of the information provided in the investigative report, the review of the report must occur in person with the Title IX Coordinator or Title IX investigator. Appropriate time will be afforded to the complainant and respondent, within reason, to review the report prior to responding to the allegations.

Following the review of the investigative report, the respondent will be given the opportunity to respond to the alleged violation of policy in the following ways: 1) No response; 2) Not Responsible; or 3) Responsible.

If the respondent accepts responsibility, the Dean of the respondent’s school will be notified and will determine the sanction based on the evidence provided in the investigative report and documentation. The complainant and respondent will be made aware of the sanctioning decision within five (5) business days whenever possible and will be provided an opportunity to meet with the Dean to review the sanctioning decision. The respondent and complainant will then have the opportunity to appeal the sanctioning decision. The acceptance


Title IX Hearing Panel

A Title IX Hearing Panel is conducted in the spirit of the values affirmed in the Bryn Mawr Honor Code: a belief in the integrity of each individual, a concern for others, and a commitment to dialogue. A Title IX Hearing Panel may be convened to resolve concerns related to the College’s Policy on Sexual Assault. All members of the community should realize that being called before a Title IX Hearing Panel in no way implies a presumption of guilt.

a. Purpose

In general, a Title IX Hearing Panel will be convened to deal with alleged violations of the College’s Policy on Sexual Assault by a Bryn Mawr student. In determining whether or not a Title IX Hearing Panel is appropriate, the Title IX Coordinator will consult with the complainant and such members of the professional staff of the College as circumstances indicate. The Panel will be convened in a timely manner, soon after a Title IX complaint has been investigated.

b. Composition of the Title IX Hearing Panel

The Title IX Hearing Panel shall be appointed by the Dean or Title IX Coordinator and will be composed of at least three members. Generally the panel will include three members of the Dean’s staff and/or other College administrators who have been trained to serve on Title IX Panels. Neither the Dean of the Undergraduate College nor the Title IX Coordinator shall serve as a hearing panel member, but rather, serve as advisers to the process. The Dean will appoint one of the Associate or Assistant Deans as chair of the panel.

c. Notification

Each student being brought before a Title IX Hearing Panel will be notified by letter or email from the chair that a Title IX Hearing Panel is being convened. This letter will specify the behavior or issue that gave rise to the concern and direct the student to schedule a meeting prior to the hearing with the chair or Title IX Coordinator. This meeting shall be for the purpose of (a) reviewing the Title IX Hearing Panel procedures for the student; (b) obtaining from the student the name of a support person from the Bryn Mawr community to be present at the hearing; and (c) obtaining from the student the names of witnesses to consider including for the Title IX Hearing Panel.

d. Scheduling

The hearing will be convened as soon as practicable after the student’s initial meeting with the chair or Title IX Coordinator. In the event that the student does not schedule such a meeting, the Title IX Hearing Panel process will be obliged to go forward without the student. Any student notified of a Title IX Hearing is required to appear when instructed. The Title IX Hearing will make reasonable efforts to take into consideration the scheduling preferences of any student being brought before it; however, if these preferences cannot reasonably be honored, the student or students will nevertheless be expected to appear for the hearing. Should a student fail to appear, the Panel will be convened as announced and proceed without the student, and the student will be bound by any of its resolutions.

e. The Hearing Procedure

The hearing panel will have the opportunity to thoroughly review the investigative report and documentation submitted by the investigator(s) prior to the hearing. The general course of the hearing procedure will be as follows, whenever possible:

- Complainant statement
- Respondent statement
- Questions to the complainant
- Questions to the respondent
- Witness testimony and questioning (if the hearing panel determines it is necessary)

The panel may determine sanctions or resolutions for the respondent. Both the complainant and respondent will be informed of the Title IX Hearing Panel’s finding of responsibility and resolutions orally at the first opportunity. In addition, the chair will send the complainant and respondent a written summary of the Panel’s finding and resolutions within five (5) business days following the conclusion of the hearing.

f. Procedures Regarding Witnesses

- Any student brought before the Panel will have access to any written statements submitted by witnesses.
- The support person of any student called before a Title IX Hearing Panel will not ordinarily be allowed to address the Panel or to serve as a witness.
- Questioning. Only the panel may ask questions of the parties and of any witnesses. Both parties have the opportunity to put forth questions of the other party and of witnesses. This is done by submitting questions to the panel in written format. The panel may determine which questions are relevant and which are duplicative in nature. The panel reserves the right to revise or remove submitted questions.

g. Title IX Hearing Panel Deliberations

After taking statements and gathering information, the Panel will deliberate in private first to determine if there is a finding of responsibility of a violation of the College’s Policy on Sexual Assault. The panel will use “preponderance of evidence” as the standard of proof to determine whether a policy violation occurred. Preponderance of evidence means that a panel must be convinced based on the information provided that a policy violation was more likely to have occurred than not to have occurred in order to find a student responsible for violating a policy. Based on this standard, the panel may find a student responsible for an alleged violation of policy based on a majority vote. The panel may also vote by majority to dismiss the charge based on the same evidentiary standard.

If there is a finding of responsibility, the Panel will determine sanctions or resolutions for the respondent.

h. Appeal

The respondent and complainant may appeal: 1) the decision made by the hearing panel, and/ or 2) the sanctions determined by the hearing panel.

The resolution of the Dean’s Panel is final and binding on the student brought before the Panel unless (1) the student submits a valid written appeal to the President within ten days after having received the formal letter setting forth the Panel’s finding and resolutions; or (2) the Panel’s resolution was that the respondent brought before the Panel is to be separated or excluded from the College, in which case the Panel itself shall automatically submit the matter to the President of the College for review. The decision of the President on appeal is final and binding.

i. Grounds for Appeal

The grounds upon which a complainant or respondent may appeal the decision and/or sanctions are (a) the student believes a procedural error occurred, which the student feels may change or affect the outcome of the decision; (b) the student has substantive new evidence that was not available at the time of the hearing and that may change the outcome of the decision; or (c) the student feels that the severity of the sanction is inappropriate given the details of the case. The student’s appeal shall identify the procedural error(s) if applicable or the new evidence and its relevancy as well as explain when it became available. In making a decision on a student’s written appeal, the President will review all materials from the hearing, the Panel’s resolution, and the written appeal submitted by the student. The President may uphold the Panel’s determination, reverse its determination, or require a new Title IX Panel hearing.
j. Record
A report by the Chair of the Title IX Hearing Panel will be provided to the Dean of the College and the Title IX Coordinator, to include the names of the parties, the alleged charge(s), the names of witnesses, the names of Panel members, the timeline for the proceedings, the finding of violation or non-violation and the resolutions, if any. The Title IX Coordinator retains records of Title IX Hearing Panels.

Disciplinary proceedings conducted by the College are subject to the Family Educational Records and Privacy Act (FERPA), a federal law governing the privacy of student information. FERPA generally limits disclosure of student information outside the College without the student’s consent, but it does provide for release of student disciplinary information without a student’s consent in certain circumstances. Any information gathered in the course of an investigation may be subpoenaed by law enforcement authorities as part of a parallel investigation into the same conduct, or required to be produced through other compulsory legal process.

EQUAl OPPORTUNITY, NON-DISCRIMINATION, AND DISCRIMINATORY HARASSMENT POLICIES

Statement of Principles
Bryn Mawr College is firmly committed to a policy of equal opportunity for all members of its faculty, staff, and student body. Bryn Mawr College does not discriminate on the basis of race, color, religion, national or ethnic origin, sexual orientation, age, or disability in the administration of its educational policies, scholarship and loan programs, athletic and other College-administered programs, or in its employment practices. In conformity with the Civil Rights Act of 1964, as amended, and Title IX of the Education Amendments of 1972, it is also the policy of Bryn Mawr College not to discriminate on the basis of sex in its employment practices, educational programs, or activities. The admission of only women to the Undergraduate College is in conformity with a provision of the Civil Rights Act. The provisions of Title IX protect students and employees from all forms of illegal sex discrimination, which includes sexual harassment and sexual violence, in College programs and activities. The College is firmly committed to academic and professional excellence and to freedom of inquiry and expression for all members of the College community. In order to preserve an atmosphere in which these goals can be pursued, certain norms of civility, based on mutual respect and appreciation of differences, recognition of the rights of others and sensitivity to their feelings, must govern the interactions of all members of the community. The pursuit of these goals and the preservation of this civil atmosphere depend on the active commitment of all community members to making the College’s programs and resources as inclusive as possible.

Statement of Policies Concerning Sexual Harassment and Other Forms of Harassment and Discrimination
It is the policy of Bryn Mawr College to maintain a work and academic environment free from discrimination and offensive or degrading remarks or conduct. Unlawful discrimination, including sexual harassment and sexual violence, will not be tolerated. This policy covers all staff members and faculty members as well as students. The College will not tolerate, condone or allow harassment or discrimination, whether engaged in by fellow staff members, students, faculty members or non-employees who conduct business with the College.

Definition of Discrimination
Discrimination is unequal or disparate treatment of groups or individuals, including their exclusion from any of the College's programs or activities, or any attempt to hinder access to the College's resources on the basis of race, religion, color, age, national origin, physical ability, sex or sexual orientation. Prohibited sex discrimination includes both sexual harassment and sexual violence. It is important to recognize that not all conduct that might be offensive to an individual or a group necessarily constitutes discriminatory conduct. Whether a specific act constitutes discrimination must be determined on a case-by-case basis in light of all relevant circumstances.

The College is committed to maintaining an environment in which all members of the community, staff, students and faculty, are treated with respect and dignity. It is the policy of the College not to discriminate on the basis of sex, including sexual harassment, in any of its programs, activities or employment practices. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct constitute sexual harassment when:

A. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or academic treatment, or is accompanied by implied or overt threats concerning one’s job, grades, letters of recommendation, etc.;

B. Submission to or rejection of such conduct by an individual is used as a basis of employment or academic decisions affecting such individual; or

C. Such conduct has the purpose or effect of interfering with an individual’s work performance or academic performance or creating an intimidating, hostile or offensive environment.

The College also prohibits this type of behavior when it is based on race, color, age, national origin and religion or on any other basis prohibited by law. Harassment on the basis of one’s sexual orientation can also constitute discrimination on the basis of sex.

Sexual harassment can include verbal behavior such as unwanted sexual comments, suggestions, jokes or pressure for sexual favors; nonverbal behavior such as suggestive looks or leering; and physical behavior such as pats, where such behaviors are severe, offensive, and occur repeatedly unless a single instance is so severe that it warrants immediate action. Some specific examples of behavior that are inappropriate include:

1. Continuous and repeated sexual slurs or sexual innuendoes.

2. Offensive and repeated risqué jokes or kidding about sex or gender-specific traits.

3. Repeated unsolicited propositions for dates and/or sexual relations.

Reporting a Complaint of Harassment or Discrimination
If any student believes they are being harassed or discriminated against by staff members, students or faculty members or any other person at the College, or if a student is aware that another College community member has been harassed or discriminated against, it is the student’s responsibility to take action immediately by discussing concerns with a dean, the Equal Opportunity Officer, or the Title IX Coordinator.

If a student is uncomfortable for any reason in discussing this issue with these individuals, they may contact the President of the College, who will help the student find appropriate College officials with whom to discuss the concern.

The College encourages prompt reporting of complaints so that a rapid response and appropriate action may be taken. No retaliation against students who make a good-faith report of a violation of this policy will be tolerated.

Investigating the Complaint
The College will investigate promptly all complaints of violations of sexual harassment and discrimination policies. The investigation will include interviews with the parties who are directly involved and possibly with others. These interviews may be conducted by the Equal Opportunity Officer, the Title IX Coordinator, deans, Staff Issues Liaison, Campus Safety officers or others as the circumstances warrant. Both parties will have an opportunity to present any information that they have to those investigating a complaint, and both will be kept informed in a timely manner of information used in the investigation to the extent possible, consistent with FERPA and confidentiality constraints. Both parties will be updated periodically regarding the status of the investigation. In its investigation, the College will find that harassment and/or discrimination has occurred if the information collected indicates that it is more likely than not that sexual harassment or sexual violence occurred.

The College will complete its investigation within 60 days after its receipt of a complaint, unless circumstances not within the reasonable control of the College require additional time, in which case both parties will be informed of the delay and the reason therefor. Each situation will be responded to promptly and handled as expeditiously and discreetly as possible.

Resolving the Complaint
If the College determines that this policy
was violated, it will take corrective action as warranted by the circumstances. Resolution of complaints against Bryn Mawr College students and employees can include transfer, direction to stop the behavior, counseling or training, suspension without pay or termination of employment, or in the case of students, temporary separation or permanent exclusion from the College. Both parties involved will receive written notice of the resolution of the complaint within one week of the conclusion of the investigation. If it is determined that sexual harassment or sexual violence did occur, the College will include in its resolution steps to prevent a recurrence of harassment and, when applicable, steps to correct the discriminatory effects on the complainant and others.

If an investigation results in a finding that the complainant falsely accused another of harassment knowingly or in a malicious manner, the complainant will be subject to appropriate sanctions, up to and including termination of employment or, in the case of students, up to and including permanent exclusion from the College.

**Policy Concerning Sexual Relationships Between Students and Faculty or Staff Members**

Fulfilling the mission of Bryn Mawr College to provide a rigorous education and to encourage the pursuit of knowledge as preparation for life and work depends upon the existence of a relationship of trust, respect and fairness between faculty or staff members and students. Romantic and/or sexual relationships between faculty or staff members (including teaching assistants) and students threaten this relationship. Further, the unequal nature of their respective roles calls into question a student’s ability to fully consent to a romantic and/or sexual relationship with a faculty or staff member. The College considers such a relationship, even if believed to be consensual, to violate the integrity of the student/faculty or student/staff relationship, and to be unethical and unacceptable.

In acting on complaints regarding sexual relationships that come to the College’s attention, it will be presumed that any complaint by a student against a faculty or staff member is valid if sexual relations have occurred between them. In addition, third parties, including other students, parents, and other faculty/staff members, may report suspected violations of this policy. All complaints will be investigated and should allegations of such a relationship be substantiated, the College will take appropriate disciplinary action against the involved faculty or staff member, up to and including termination of employment.

**FREEDOM OF SPEECH AND THE LIMITS OF DISSENT**

Bryn Mawr College currently has in place various policies addressing issues related to freedom of speech and the expression of ideas. Chief among these are the hazing policy (page 62) and the policy on solicitation on campus, available from College Communications. The Honor Code (page 6) establishes procedures that can be used to address issues of free speech and dissent when they arise from interactions between undergraduate students. The College also has a statement governing the conduct of religious groups, advisers, and representatives on campus, which can be found at the Pensby Center. The policy outlined here assumes the framework created by these other policies and procedures and addresses particularly the conduct of both curricular and extracurricular gatherings that feature speakers, films, performances, exhibits, or any other forms of artistic expression, whether these gatherings are open or closed. For the purposes of this policy, the term “speakers” should be understood to mean performers, exhibitors, presenters of films, and others involved in any form of artistic expression as well as those delivering, introducing, or responding to speeches, talks or lectures.

As an educational institution Bryn Mawr is committed to the free expression of ideas. In practice, this commitment means that speakers who conduct themselves within the guidelines of the policies mentioned above are entitled to express their ideas without hindrance, no matter how unpopular or controversial their ideas might be. Students and other persons who choose to attend events on campus are entitled to hear and see speakers without interference or intimidation. Bryn Mawr’s commitment to the free expression of ideas extends to the expression of dissenting ideas; the College recognizes that the free representation of dissenting points of view is necessary to the climate of open and vigorous debate essential to its educational mission. Those who wish to dissent from or protest the views of others are entitled to do so, within the limits set forth here, without interference or intimidation.

Essentially, while the College recognizes the rights of both speakers and dissenters to the civil expression of their ideas, it also recognizes that these rights cannot always be exercised at the same time and in the same space and therefore sets forth the guidelines below.

Finally, the College takes seriously its obligation to ensure the physical safety of its students, faculty, staff, and invited guests. This policy is intended to reflect these three commitments and protect the rights and safety of speakers, dissenters, and audiences alike.

**Guidelines for the Conduct of Meetings**

Before the event: It will not always be possible for the organizers or sponsors of events to recognize potential controversies. However, anticipating and planning for the possibility of dissent or protest is among the responsibilities of an organizer or sponsor of a campus event. Organizers or sponsors who fail to conscientiously assume this responsibility may be subject to administrative sanctions, including the loss of the privilege of organizing future events and liability for losses or damages.

When any member of the community expects that a scheduled event may give rise to protest, she or he should notify the Dean of the Undergraduate College or, in the case of events intended primarily for graduate students or events held at the Graduate School of Social Work and Social Research, the Dean of the Graduate School of Arts and Sciences or the Dean of the Graduate School of Social Work and Social Research. This notification would most likely come from a member of the sponsoring organization, from a person involved in planning to protest, or a staff member assisting in planning or organizing the event. This notification is requested so that the Dean can take responsibility for seeing that the rights of dissenters and speakers alike are respected and that appropriate safety and security measures are taken.

The Dean will determine whether the protection of free speech and safety for all involved requires any special measures. Should she determine that this is the case, she may consult with other College officials, including the other deans of the College and the director of Campus Safety, Communications or Conferences and Events, to decide what measures will be appropriate. Among the possible courses of action they may take are:

- **Appointing a faculty or administrative moderator for the event who will be responsible for reminding participants of the guidelines contained in this policy, for making sure that the rights of all are respected during the event itself, and for directing response in case the guidelines are violated;**
- **Making sure that the event is scheduled for a physical space which will allow for freedom of movement and security measures adequate to the size and nature of the gathering;**
- **Arranging for special Campus Safety measures, which may include but are not limited to making sure that officers are available during the event, requiring those attending the event to check their bags and outerwear before entering, restricting admission to the event to members of the College community, or establishing limits to the number of persons who may attend an event. In cases where it might be appropriate, for example, if a highly controversial speaker were to speak in Goodhart and many members of the general public were expected, the Director of Campus Safety may consult with the Lower Merion Police on appropriate traffic, crowd control and security measures.**

During an event: If, during an event, the appointed moderator believes that the conduct of persons present poses a threat to the rights or safety of other members of the community or of guests, she or he will ask such persons to cooperate in restoring order and remind them of their responsibilities under this policy. Should she or he be unable to restore order by so doing, she or he may

- **Ask Campus Safety to remove any persons who are posing a threat to the public order.**
- **Decide to move the event to another physical space.**
- **Decide to end the event and disperse the gathering.**

In the event that protests disrupt an event at which there is no appointed moderator, any faculty member, administrator or Campus Safety officer present may assume the role of moderator. If an event at which only students
are present is disrupted, and the students feel that they need assistance to restore order, they should call on the Dean’s Office or the Office of Campus Safety for support.

**Guidelines for Dissent and Protest**

These guidelines are meant to suggest the principles governing appropriate dissent or protest and the limits protesters or dissenters are expected to respect.

1. Distributing literature in advance of or outside a meeting is acceptable and must not be hindered when those distributing the literature are members of the College community. Those distributing literature must not impede access to the meeting and must not harass people wishing to attend. Distributing literature inside a meeting before the meeting is called to order and after it is adjourned is also acceptable and must not be hindered. Persons who are not members of the community are allowed to distribute literature under the terms of the Policy for Visitors to Campus, available from College Communications.

2. Silent protests such as the displaying of signs or symbols, the wearing of expressive clothing or insignia, standing, gesturing or otherwise protesting noiselessly is acceptable and will not be hindered unless the ability of others in the audience to see or hear is impeded. For this reason, such protests as the display of large signs or banners should be confined to the back of the meeting space. For safety reasons, signs and banners should not be affixed to sticks or other sharp or hard objects.

3. Noise that expresses spontaneous and temporary response to particular statements will be acceptable; for example, cheering or booing a particular remark, applauding or hissing, and so on. Sustained or repeated noises that substantially interfere with the audience’s ability to hear the speaker will not be acceptable, whether the noises are produced inside or outside the meeting; examples of this would be chanting, sustained booing, foot-stamping, singing, and so on.

4. Force or the threat of force is never an acceptable form of protest. “Force” is meant to include assault on any individual, whether speaker, audience member, dissenter, or staff member; physical interference with the freedom of movement of another person; defacing of signs; tampering with audio-visual equipment; throwing objects; and other gestures that threaten physical harm to persons or property.

**Sanctions**

A variety of sanctions could follow from protests that violate these guidelines. At the time, such protesters can be expelled from a meeting or event, and if their protest involves illegal or violent activity, they may be subject to arrest.

After the event, individual undergraduate students who feel that the conduct of other undergraduates has been inconsistent with the values of the Honor Code may confront their fellow students and initiate proceedings under the Social Honor Code. Undergraduate students may also be subject to administrative sanctions imposed by a Dean’s Panel; any student or member of the faculty or staff can consult the Dean of the Undergraduate College about the appropriateness of initiating this process. Haverford students will be subject to the same procedures and sanctions as Bryn Mawr students.

Cases involving members of the College community who are not undergraduate students will be referred to the appropriate faculty or staff committees or College officers. Disruptive persons who are not members of the Bryn Mawr community may be banned from future events or from the campus generally.